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OCCUPATIONAL SURVEY REPORT.

(Final),

AD A 056972

10 John X. Olivo



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AFSCs 472X0; 472X1A, B, C, D; 47271; 472X2;
47273; 47293.

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11 June 1978

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Vehicle Maintenance career field (AFSCs 472X0; 472X1A, B, C, D; 47271; 472X2; 472X3; 47273; and 47293). The project was directed by USAF Program Technical Training, Volume 2, dated February 1976. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Thomas E. Ulrich, Inventory Development Specialist. Captain John X. Olivo analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Col, USAF
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SUMMARY OF RESULTS

1. Survey Coverage: Task inventory booklets were administered to Vehicle Maintenance career field personnel during the period June 1977 through October 1977. Survey results are based on responses from 2,945 respondents. This represents 61 percent of all assigned personnel.

2. Career Field Structure: There were five job categories identified within the career field. These job categories were: General Mechanics, Special Purpose Mechanics, Vehicle Body Repairmen, Administrative Personnel, and Supervisory Personnel. Within the job categories identified, there was only one job category which was unique to a specific DAFSC; this was the vehicle body repair job performed almost exclusively by 472X3 personnel. Among the jobs performed by 472X0 and 472X2 personnel, there was a high degree of overlap. In addition, the jobs of 472X1C and 472X1D personnel were such that they could not be separated.

3. DAFSC Findings: The 9-skill level job is most typically that of an administrator, manager, or planner. The 7-skill level job is primarily one of supervision, although some technical tasks are being performed. The 5-skill level jobs are primarily mechanic jobs. Jobs performed by 47250 and 47252 incumbents appear to be quite similar. A contrast of 47251C and 47251D jobs revealed only minor differences. Personnel with 47251A and 47251B DAFSC are primarily mechanics but do seem to specialize on certain types of vehicles. The 47253 group is completely different from other Vehicle Maintenance career field groups.

There appears to be substantial utilization of personnel out of their DAFSCs. Except for body repairmen (DAFSC 47253), most of the jobs performed by 472XX personnel are mechanic jobs and there is little differentiation between jobs on the basis of tasks being performed. Some degree of specialization occurs on the types of vehicles being maintained.

4. Utilization of First and Second Term Airmen: First term airmen perform most of the uncomplicated mechanic tasks. Few specialize on unique equipment or work in administrative jobs. Second term airmen tend to specialize on certain types of systems or work in administrative jobs.

5. Career Field Documentation: The AFR 39-1 specialty descriptions covered the major duties and responsibilities of 5-, 7-, and 9-skill level personnel. The specialty descriptions for 47250, 47251, and 47252 personnel were highly similar, which is in line with the results of the career ladder structure and DAFSC group analyses. In addition, the STS for each specialty indicated good coverage of the tasks required to be performed by the various skill level personnel.

6. Comparison to Previous Surveys: Results of this survey were compared to the previous survey conducted in 1972. The results of the current and previous survey are very similar, indicating a high degree of stability within the career field.

7. Discussion: Based on the large common core of tasks found in all mechanic jobs and other pending classification actions pertaining to this career field, a complete review of the classification structure of the career field seems appropriate.

OCCUPATIONAL SURVEY REPORT
VEHICLE MAINTENANCE CAREER FIELD
(AFSCs 472X0, 472X1A, B, C, D; 47271; 472X2; 472X3; 47273; 47293)

INTRODUCTION

This is a report of an occupational survey of the Vehicle Maintenance career field (AFSCs 472X0; 472X1 A, B, C, D; 47271; 472X2; 472X3; 47273; and 47293) completed by the Occupational Survey Branch, USAF Occupational Measurement Center in June 1978. The previous occupational survey of this career field was published during June 1972.

As shown in Figure 1, the Vehicle Maintenance career field consists of the following seven separate AFSCs through the 5-skill level:

- 472X0 - Base Vehicle Equipment Mechanic
- 472X1 - Special Purpose Vehicle Mechanic
 - A - Firetrucks
 - B - Refueling Vehicle
 - C - Materials Handling Equipment
 - D - Towing and Servicing Vehicles
- 472X2 - General Purpose Vehicle Mechanic
- 472X3 - Vehicle Body Mechanic

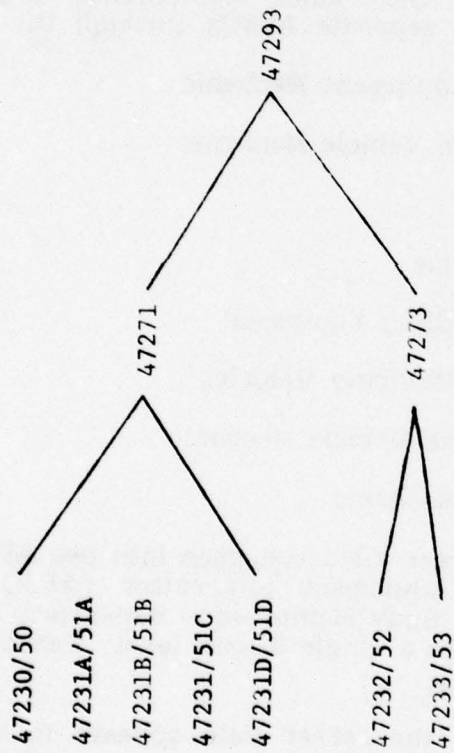
At the 7-skill level, the career field collapses into two AFSCs: Special Vehicle and Base Vehicle Equipment Supervisor (AFSC 47271), and General Purpose Vehicle and Body Maintenance Supervisor (AFSC 47273). These two ladders merge into a single 9-skill level, Vehicle Maintenance Superintendent (AFSC 47293).

Since the 1972 survey, the career field appears to have had little change. While some AFSC designators have been modified, the duties and responsibilities of each AFSC have remained stable. Headquarters ATC requested that the entire career field be surveyed using one instrument to check the viability of the career field structure by examining the amount of overlap in jobs performed by personnel in the seven different 5-skill level AFSCs. The current report addresses four areas: (1) development and administration of the survey instrument; (2) the job structure found within the Vehicle Maintenance career field

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FIGURE 1

VEHICLE MAINTENANCE CAREER FIELD



and how this relates to skill level and experience level groups; (3) comparisons of the job structure with current career ladder documents such as AFR 39-1 Specialty Descriptions and the Specialty Training Standards (STS); and (4) comparisons of the current findings to the 1972 survey.

INVENTORY DEVELOPMENT

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-472-290. The survey instrument from the 1972 study of this career field served as the starting point for development of the new task inventory. The previous task list was expanded and refined through research of publications and directives, personal interviews with 33 subject-matter specialists at six bases, and written reviews from 102 experienced vehicle maintenance specialists. This process resulted in a revised job inventory of 690 tasks grouped under 23 duty headings and a background section that requested information about the survey respondents such as grade, TAFMS, duty title, and job interest.

SURVEY ADMINISTRATION

During the period June through October 1977, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding Vehicle Maintenance DAFSC. These job incumbents were selected from a computer generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section, then checked each task performed in their current job.

After checking all tasks performed, each incumbent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large amount time spent). To determine relative time spent for each task checked by a respondent, all an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task responses and the quotient multiplied by 100. This procedure provides a basis for comparing tasks not only in terms of percent members performing but also in terms of average percent time spent.

SURVEY SAMPLE

Personnel are selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of July 1977. Also reflected is the distribution by major command of incumbents in the final survey sample. Table 2 reflects the DAFSC distribution of the survey sample. The 2,945 respondents making up this final sample represents 61 percent of the total AFSC population of 4,809 members and appears to be representative sample of each major command and DAFSC group.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE*

COMMAND	472X0		472X1A		472X1B		472X1C		472X1D		47271	
	PERCENT ASSIGNED	PERCENT SAMPLED	ASSD	SAMD	ASSD	SAMD	ASSD	SAMD	ASSD	SAMD	ASSD	SAMD
AAC	9	8	4	4	4	6	4	4	2	2	7	6
ADCOM	11	11	3	4	1	1	2	2	1	1	6	5
ATC	7	4	4	2	3	0	3	1	6	3	9	9
MAC	11	13	18	20	18	18	40	40	11	14	14	15
PACAF	8	6	8	5	9	6	9	8	5	4	10	6
SAC	20	19	24	18	20	19	13	12	30	32	18	20
TAC	22	25	17	20	24	23	17	19	30	29	13	16
USAFE	7	8	18	21	17	23	11	11	10	11	15	14
OTHER	5	6	4	6	4	4	1	3	5	4	8	9

COMMAND	472X2		472X3		47273		47293	
	ASSD	SAMD	ASSD	SAMD	ASSD	SAMD	ASSD	SAMD
AAC	4	4	4	4	1	1	4	2
ADCOM	2	2	2	2	3	2	4	6
ATC	4	4	3	0	7	5	6	5
MAC	12	13	17	19	10	7	11	14
PACAF	5	3	3	3	10	9	8	8
SAC	24	23	26	26	24	27	22	20
TAC	24	23	25	27	18	22	16	16
USAFE	15	17	15	12	16	12	18	19
OTHER	10	11	5	7	11	15	11	9

* AFSCs 472X0; 472X1A/B/C/D; 472X2; AND 472X3 INCLUDE ALL 3- AND 5-SKILL LEVEL PERSONNEL

TABLE 2

DAFSC DISTRIBUTION*

	<u>472XX</u>	<u>472X0</u>	<u>472X1A</u>	<u>472X1B</u>	<u>472X1C</u>	<u>472X1D</u>	<u>47271</u>	<u>472X2</u>	<u>472X3</u>	<u>47273</u>	<u>47293</u>
TOTAL ASSIGNED	4809	622	234	275	303	402	343	1740	315	410	165
TOTAL SAMPLED	2945	398	133	146	164	233	283	951	192	249	104
PERCENT SAMPLED	61	64	57	53	54	58	83	55	61	61	63

* AFSCs 472X0; 472X1A, B, C, D; 472X2; AND 472X3 INCLUDE PERSONNEL THROUGH THE 5-SKILL LEVEL

CAREER FIELD STRUCTURE

This occupational analysis of the 472XX career field is designed to describe the major types of work being performed by career field members by examining both the job descriptions and background data of each major job group. This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP) which generate a hierarchical clustering of all jobs based on the similarity of tasks performed and relative time spent. By using job structure as a starting point, it is possible first to describe the job structure of the career field as it presently exists and to formulate an understanding of current utilization patterns within the career field. This information is then used to examine the accuracy and completeness of present career field documents (AFR 39-1 Specialty Descriptions and Specialty Training Standard).

Job Categories

Analysis of survey data indicated 16 major jobs performed by 472XX personnel. These jobs comprise represent 89 percent of the personnel sampled. The remaining 11 percent perform unique jobs or are sufficiently different so that they do not appear in any of these major groupings.

The 16 jobs identified can be grouped under five categories:

- I. General Mechanics (N=1210)
- II. Special Purpose Mechanics (N=328)
- III. Vehicle Body Repairmen (N=191)
- IV. Administrative Personnel (N=388)
- V. Supervisory Personnel (N=494)

Figure 2 shows the percentage of the respondents performing jobs in each of these categories. Table 3 lists the different jobs which comprise each of the five job categories. Titles for the 16 job groups and the five job categories were assigned primarily on the basis of tasks performed and vehicles maintained. Also considered were background variables such as duty section assigned or amount of supervision performed.

Brief descriptions of the five job categories in the Vehicle Maintenance career field are given below. Complete summaries of representative tasks and background information for each job can be found in Appendix A.

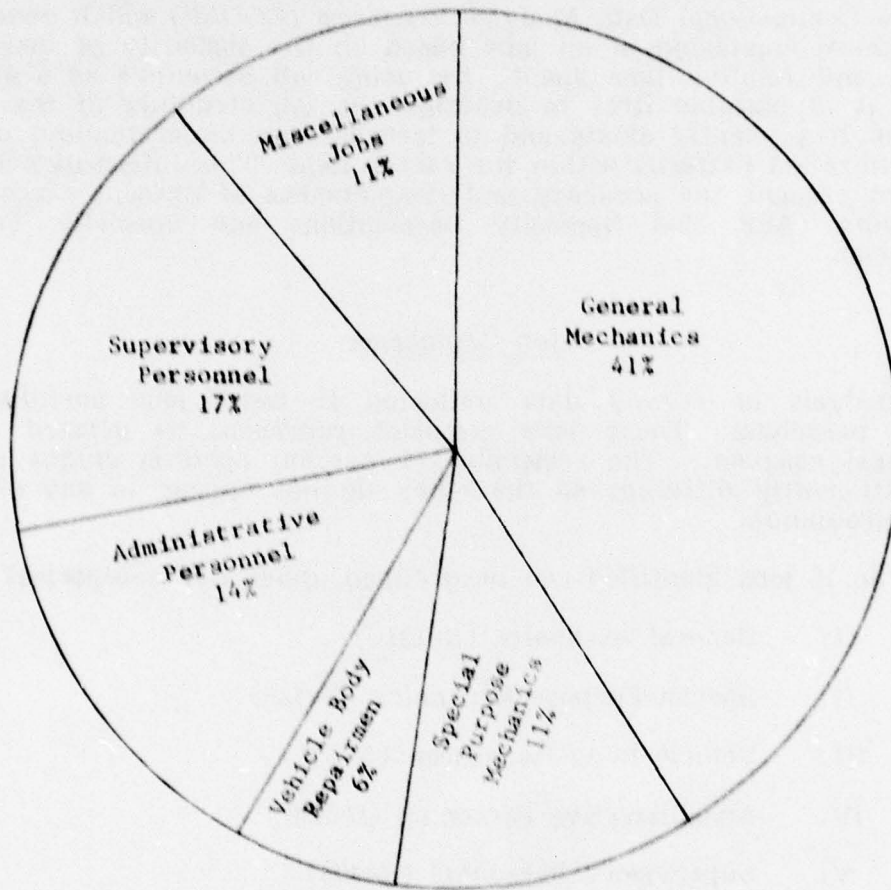


FIGURE 2

DISTRIBUTION OF RESPONDENTS BY JOB CATEGORY

AFS 472XX

I. General Mechanics. These 1,210 respondents comprise 41 percent of the total career field population. Two thirds of the respondents are in their first enlistment.

Jobs performed by these personnel are those which are the most typical "mechanic" jobs; they service, repair, replace, and maintain all the systems on the various vehicles (except for highly specialized systems such as fire fighting equipment or refueling equipment). Most of these respondents are minor maintenance mechanics who perform engine tune-ups, oil changes and lubrications, and cooling system maintenance. Other members in this category perform major engine repair such as removing engines from vehicles; inspecting, removing, or installing rocker arms, rocker arm shafts, push rods, bearings, or lifters; adjusting valve clearances; and installing short block assemblies. Additionally, some mechanics in this job category become specialists on repairing and maintaining brake systems, tire repair, or suspension and steering systems.

Table 4 lists the DAFSC distribution for all personnel in this major job category and each of the five jobs which make up this category. Also displayed is the percent of first enlistment personnel performing each job. Job satisfaction among these members was generally high except for the Tire Repair Personnel. Among personnel performing this job, only 46 percent found their job interesting compared to 72 percent for all 472XX respondents. And 56 percent felt their talents were utilized fairly well or better and only 45 percent felt their training was used fairly well or better compared to 83 percent and 77 percent respectively for all other 472XX respondents.

II. Special Purpose Mechanics. Of the 328 survey respondents who grouped in this category, 81 percent are 472X1 personnel. The "A" shred comprises 30 percent, the "B" shred 33 percent, and the "C" and "D" shreds combined represented 18 percent of this group of mechanics. Fifty-seven percent of all Special Purpose Mechanics were in their first enlistment.

The jobs performed by these personnel are similar to those of the general mechanic group in that they also service, repair, replace, and maintain the systems on various vehicles. They differ from the general mechanics, however, in that they also maintain the specialized systems on such vehicles as firefighting and refueling vehicles. Most of this specialized equipment, whether refueling, firefighting, or material handling, involves primarily a special hydraulic or pneumatic system. Thus, it would not be incorrect to refer to these members as specialized hydraulic systems repair personnel. While the "A" and "B" shred personnel formed separate unique job groups, the "C" and "D" shred personnel were nearly always equally represented in the job groups in which they appear.

Each group of special purpose mechanics could be further divided. In some cases, the mechanics worked on both the vehicle and on the specialized equipment. In other instances, the mechanics worked almost exclusively on the specialized equipment. For example, among the fire fighting equipment mechanics, one group worked on both the fire fighting vehicle and the fire fighting equipment, while another group specialized on the fire fighting equipment and only occasionally worked on the vehicle itself.

The DAFSC distribution for all personnel in this major job category and each of the three jobs comprising it is listed in Table 5. Also displayed is the percent of first enlistment personnel performing each job. Job satisfaction of the members of these groups is high.

III. Vehicle Body Repairmen. This group of 191 job personnel is completely divorced from the rest of the career field. These personnel are not mechanics, while all other job groups are either mechanics or have come from jobs as mechanics. These personnel are essentially sheet metal workers and are almost all assigned to the Allied Trades Shop. Over three-fourths have a 472X3 DAFSC. Slightly over half (54 percent) are in their first enlistment. The primary job of these personnel is repairing the bodies of all the various types of vehicles in the base motor pool. This includes straightening vehicle body frames, repairing damaged vehicle body exteriors and painting the vehicles. They are also the principle group involved with major repair of radiators. Job satisfaction among these members was high.

IV. Administration Personnel. The 388 respondents in this job category perform five fairly distinct jobs, none of which are entirely "mechanics" jobs. These jobs include working in job control, maintenance control, quality control, supply, and training. These members perform administrative type duties such as scheduling vehicles for maintenance (job and maintenance control); inspecting vehicles after maintenance has been completed (quality control); and ordering and stocking replacement parts (supply clerks). The fifth group are Trainers who are in charge of training in one of the resident technical training courses at Chanute Technical Training Center or within a squadron.

All of the jobs in this major job group are administrative in nature, but obviously require some knowledge of the working of the base vehicle maintenance shops to be effective. For example, quality control personnel must be able to insure that the vehicles being inspected have been properly repaired and meet all required specifications.

Table 6 lists the DAFSC distribution for all personnel in each of the five jobs comprising this category. Also displayed is the percent of first enlistment personnel performing each job.

V. Supervisory Personnel. The 497 survey respondents in this category are responsible for Supervising and Managing vehicle maintenance activities. Two types of jobs make up this category. The first job contains 132 members who are Vehicle Maintenance Supervisors or "working" supervisors. They perform various technical tasks but at the same time provide supervision and direction to junior personnel. The remaining 365 respondents are Vehicle Maintenance NCOICs. These personnel are not actively involved in performing jobs as mechanics, clerks, or controllers. Instead they are charged with the administration and management of the vehicle maintenance shops. These personnel establish work procedures, determine resource requirements, and devise inspection programs. Some of these personnel work at MAJCOM staff level jobs and are involved in long range planning for all personnel in the 472XX career field. The largest percentages of personnel in this major job group hold DAFSC of 47271, 47273, or 47293.

Table 7 lists the DAFSC distribution for all personnel in this major job category and the two jobs comprising this category. Also displayed is the percent of first enlistment personnel performing each job. Job satisfaction among these members was high.

General Findings

Job groupings for the 472XX career field were found to not always follow the prescribed AFS breakdown. Only personnel with the 47233/53 DAFSC specialize in a way consistent with their specialty description, i.e., vehicle body repair. Personnel with 472XO and 472X2 DAFSCs do not form separate and distinct independent groupings. Within the 472X1 career ladder, some specialization in jobs was identified. This resulted from the unique type of equipment those personnel maintain, such as firefighting or refueling equipment. However, they also perform general maintenance of the vehicles carrying this specialized equipment.

The vast majority of the 472XX personnel (excluding body repairmen, supervisors, and administrative personnel) are basically mechanics. In general, 472XX personnel tune engines, change oil and oil filters, repair tires, fix brakes, work on cooling systems, and do other preventive and corrective maintenance on all types of vehicles.

TABLE 3

JOB TYPES COMPRISING THE FIVE MAJOR JOB CATEGORIES

GENERAL MECHANICS (N=1210)	SPECIAL PURPOSE MECHANICS (N=328)	VEHICLE BODY REPAIRMEN (N=191)	ADMINISTRATIVE PERSONNEL (N=388)	SUPERVISORS (N=494)
1. MINOR MAINTENANCE MECHANICS	1. HYDRAULIC SYSTEMS REPAIRMEN	VEHICLE BODY REPAIR PERSONNEL	1. JOB CONTROL CLERKS	1. VEHICLE MAINTENANCE SUPERVISORS
2. ENGINE TEARDOWN MECHANICS	2. FIRE FIGHTING EQUIPMENT MECHANICS		2. MAINTENANCE CONTROL CLERKS	2. VEHICLE MAINTENANCE NCOs
3. BRAKE SPECIALISTS			3. QUALITY CONTROL PERSONNEL	
4. TIRE REPAIR PERSONNEL			4. TRAINERS	
5. SUSPENSION AND STEERING PERSONNEL	3. REFUELING EQUIPMENT MECHANICS		5. SUPPLY CLERKS	

TABLE 4

DAFSC DISTRIBUTION OF PERSONNEL PERFORMING GENERAL MECHANIC JOBS
(PERCENT MEMBERS RESPONDING)

DAFSC	MINOR MAINTENANCE MECHANICS (N=416)	ENGINE TEARDOWN MECHANICS (N=336)	BRAKE REPAIRMEN (N=125)	TIRE REPAIR PERSONNEL (N=87)	SUSPENSION AND STEERING PERSONNEL (N=15)
472X0	17	30	12	13	13
472X1A/B/C/D	21	28	19	6	13
472X2	53	33	65	69	33
472X3	1	2	-	3	7
47271	3	4	-	3	20
47273	3	1	2	2	13
47293	-*	-	-	-	-
NO RESPONSE	2	2	2	4	1
FIRST ENLISTMENT PERSONNEL	63	68	74	55	27

* DASH (-) INDICATES LESS THAN ONE PERCENT

TABLE 5

DAFSC DISTRIBUTION OF PERSONNEL PERFORMING SPECIAL PURPOSE MECHANIC JOBS
(PERCENT MEMBERS PERFORMING)

<u>DAFSC</u>	<u>HYDRAULIC SYSTEMS REPAIRMAN (N=69)</u>	<u>FIRE FIGHTING EQUIPMENT MECHANICS (N=131)</u>	<u>REFUELING EQUIPMENT MECHANICS (N=125)</u>
472X0	33	2	3
472X1A/B/C/D	58	86	88
472X2	7	2	1
472X3	-	-	1
47271	1	9	6
47273	-	1	-
47293	-	-	-
NO RESPONSE	1	-	1
FIRST ENLISTMENT PERSONNEL	74	47	59

TABLE 6

DAFSC DISTRIBUTION OF PERSONNEL PERFORMING ADMINISTRATIVE JOBS
(PERCENT MEMBERS RESPONDING)

DAFSC	JOB CONTROL CLERKS (N=32)	MAINTENANCE CONTROL PERSONNEL (N=161)	QUALITY CONTROL PERSONNEL (N=112)	TRAINERS (N=49)	SUPPLY CLERKS (N=28)
472X0	41	17	10	2	8
472X1A/B/C/D	16	17	11	6	15
472X2	34	42	25	35	38
472X3	-	7	4	2	4
47271	3	7	26	24	15
47273	3	9	17	25	15
47293	-	1	6	2	4
NO RESPONSE	3	-	1	4	1
FIRST ENLISTMENT PERSONNEL	41	26	14	14	27

TABLE 7

DAFSC DISTRIBUTION OF PERSONNEL PERFORMING SUPERVISORY JOBS
(PERCENT MEMBERS RESPONDING)

<u>DAFSC</u>	<u>VEHICLE MAINTENANCE SUPERVISORS (N=132)</u>	<u>VEHICLE MAINTENANCE NCOICs (N=365)</u>
472X0	5	5
472X1A/B/C/D	12	5
472X2	14	8
472X3	9	1
47271	30	27
47273	24	28
47293	2	24
NO RESPONSE	4	2
 FIRST ENLISTMENT PERSONNEL	 8	 2

ANALYSIS OF DAFSC GROUPS

In conjunction with examining the job structure of the career field, DAFSC groups are also examined as part of each occupational analysis. This analysis allows for the identification of skill level differences and for the comparison of similar skill level personnel across the various shredouts. Furthermore, this data by DAFSC groups aids in the analysis of career field documents, such as the AFR 39-1 specialty descriptions and the Specialty Training Standard.

Due to the large volume of data generated in the analysis of ten separate DAFSC groups, this review has been divided into three sections. The first section reviews the 9-skill level job description, the second section reviews the 7-skill level jobs, and the third section is a review of the 5-skill level jobs.

9-Skill Level Job Description (AFSC 47293)

Table 8 displays those tasks performed by 80 percent or more of DAFSC 47293 survey respondents. The 9-skill level member is basically an administrator, planner, and manager. He performs few, if any, mechanic functions. He prepares Airmen Performance Reports; implements or changes maintenance procedures; conducts safety or security briefings or inspections; and assigns individuals to duty positions.

7-Skill Level Job Descriptions (AFSC 47271 and 47273)

The job performed by 47271 personnel is that of supervisor. Typical tasks performed include preparing Airmen Performance Reports (APR), scheduling work assignments, and coordinating vehicle maintenance problems with other units or agencies. They also perform a number of administrative type tasks typical of supervisors such as attending staff meetings, conducting safety briefings, and, orienting newly assigned personnel. The 47271 respondents perform a few non-supervisory tasks; these tasks vary greatly and appear to be a function of the duty section to which personnel are assigned.

Those members holding a 47273 DAFSC have 5-skill level experience either as general purpose mechanics or vehicle body repairmen. Like the 47271 personnel, these members are section supervisors. Typical tasks performed by 47273 include preparing Airmen Performance Reports (APR), scheduling work assignments, and coordinating vehicle maintenance problems with other units or agencies. Also, they perform a number of administrative type tasks typical of supervisors such as attending staff meetings, conducting safety briefings, and orienting newly assigned personnel.

Comparing the job of the 47271 members with that of 47273 personnel, one sees that there is a high degree of similarity between the two groups. These personnel are supervisors who are charged with the day to day operation of the vehicle maintenance shops. The differences which do occur are primarily a function of the particular duty section to which the member is assigned.

Review of 5-Skill Level Jobs
(AFSC 47250, 47251A/B/C/D, 47252, 47253)

Table 9 shows the relative time spent on duty categories by 5-skill level respondents. As shown, all groups, except DAFSC 47253, spend approximately two-thirds of their time maintaining general mechanical systems. The 47253 airmen spend only 27 percent of their time working on these general mechanical systems. Over half of their time is spent repairing vehicle bodies.

Since two-thirds of a 5-skill level's duty time is spent performing general mechanical functions, Table 10 lists the specific duties in this category and the relative time spent on each duty. One can see from this table that each DAFSC group spends approximately the same amount of time performing tasks in each duty. Therefore, among the DAFSC groups, there appears to be little specialization within these duties. Excluding the 47253 personnel, 5-skill level personnel in vehicle maintenance spend an average 18 percent of their time maintaining and repairing vehicle electrical, battery, ignition, and charging systems and components (Duty J); 11 percent of their available duty time maintaining and repairing engines and auxiliary engines (Duty I); and 8 percent of their time maintaining and repairing braking system and components (Duty Q).

The data presented in Tables 9 and 10 seem to imply that the 5-skill level airmen in the 472XX career field are spending similar time performing the same duties. Table 11 lists typical tasks performed by 5-skill level respondents. One can see that similar percentages of members in each DAFSC group are performing any one task. Therefore there appears to be little or no specialization in these general mechanic tasks.

Thus, from the above discussions, except for the vehicle body repairmen, DAFSC 47253, most 5-skill level duty groups perform the same tasks and spend approximately the same amount of duty time performing these tasks. This implies then that there is no real differentiation between any of the groups and perhaps that the current classification structure does not match actual 5-skill level utilization patterns. However, before this conclusion can be made, one must look at the equipment or vehicles being maintained to see if there is any specialization there by AFS.

Tables 12 through 17 list various vehicles and equipment being maintained by each of the 5-skill level groups. In Table 12 one sees that base vehicles and equipment are being maintained not only by 47250 personnel, as described in AFR 39-1, but also by 47251C and D personnel. Table 13 shows that firefighting trucks and equipment are being maintained almost exclusively by 47251A personnel. Refueling vehicles listed in Table 14 are maintained almost exclusively by 47251B respondents. The materials handling equipment listed in Table 15 are not only maintained by 47251C personnel, as depicted in AFR 39-1, but also by 47251D personnel and to some extent by 47250 airmen. Towing and servicing equipment listed in Table 16 are maintained by equal numbers of 47251C and D personnel and almost the same number of 47250 respondents. Finally, in Table 17 selected general purpose vehicles are listed, and one sees that while these vehicles are maintained primarily by 47252 personnel, approximately one-third of the 47250 personnel also maintain these vehicles.

The data presented here implies certain conclusions. Vehicle body repairmen, DAFSC 47253, are distinct from the remainder of the career field. The remaining six 5-skill level groups are all mechanics performing a large common core of tasks and spending similar amounts of relative job time performing general mechanical duties. Any specialization that occurs revolves around the type of vehicle maintained. For example, 47251A personnel, the firefighting equipment mechanics, perform a number of tasks peculiar to the maintaining of firefighting equipment. Appendix C lists those tasks which are performed primarily by any one AFSC and the percent members of other AFSCs performing those tasks. The 47251A and 47251B personnel are the only groups which specialize in maintaining certain vehicles. Between the 47251C and 47251D respondents, there is a high degree of sharing of responsibility for maintaining vehicles. While there is some degree of specialization in vehicles maintained, the large common core of tasks performed by 47250 and 47252 personnel indicates very similar jobs with a high degree of overlap.

TABLE 8

TASKS PERFORMED BY 80 PERCENT OR MORE 47293 INCUMBENTS

TASKS	PERCENT MEMBERS PERFORMING
B7 DRAFT CORRESPONDENCE	97
A2 CONDUCT OR ATTEND STAFF MEETINGS	95
B5 COORDINATE ON VEHICLE MAINTENANCE PROBLEMS WITH OTHER UNITS OR AGENCIES	92
B24 REVIEW OR EVALUATE TECHNICAL PROBLEMS	91
B17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	89
B13 INITIATE OR IMPLEMENT CHANGES IN MAINTENANCE PROCEDURES	88
B16 ORIENT NEWLY ASSIGNED PERSONNEL	87
B18 PREPARE INSPECTION REPORTS	86
B10 EVALUATE AIR FORCE SUGGESTIONS	86
B6 COUNSEL INDIVIDUALS ON PERSONAL OR MILITARY PROBLEMS	85
B25 SCHEDULE LEAVES OR PASSES	85
A17 SCHEDULE INSPECTIONS SUCH AS PERSONNEL OR SHOP INSPECTIONS	83
B4 CONDUCT SAFETY OR SECURITY BRIEFINGS OR INSPECTIONS	83
A7 ESTABLISH OPERATING INSTRUCTIONS OR OPERATIONAL PROCEDURES	82
B2 ASSIGN INDIVIDUALS TO DUTY POSITIONS	81
A1 COLLECT INFORMATION FOR STAFF STUDIES	80
A5 ESTABLISH FACILITY INSPECTION SYSTEMS	80
B14 INITIATE PERSONNEL ACTIONS SUCH AS POSITION CHANGES OR CHANGES OF REPORTING OFFICIALS	80
A4 ESTABLISH EQUIPMENT REQUIREMENTS	80

TABLE 9

RELATIVE PERCENT TIME SPENT ON DUTY CATEGORIES BY 5-SKILL LEVEL RESPONDENTS

DUTY CATEGORY	DAFSC 47250 (N=352)	DAFSC 47251A (N=120)	DAFSC 47251B (N=136)	DAFSC 47251C (N=138)	DAFSC 47251D (N=206)	DAFSC 47252 (N=129)	DAFSC 47253 (N=174)
MANAGEMENT (DUTIES: A, B, C)	7	4	5	6	6	9	7
ADMINISTRATION (DUTIES: D, E, F, G)	16	10	12	10	13	17	14
* MAINTAINING GENERAL MECHANICAL SYSTEMS (DUTIES: H, I, J, K, L, M, N, O, P, Q, R)	68	69	58	71	69	70	27
MAINTAINING AND REPAIRING SPECIALIZED EQUIPMENT AND VEHICLES (DUTIES: S, T, U, V, W, X)	9	15	25	12	11	4	52

* FOR A FURTHER BREAKDOWN OF PERCENT TIME SPENT ON THESE DUTIES SEE TABLE 10

TABLE 10

RELATIVE PERCENT TIME SPENT MAINTAINING GENERAL MECHANICAL SYSTEMS BY 5-SKILL LEVEL INCUMBENTS*

DUTY	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
PERFORMING GENERAL MACHINIST, WELDING, AND METALWORKING TASKS (DUTY H)	1	1	-	2	1	1	13
MAINTAINING AND REPAIRING ENGINES AND AUXILIARY ENGINES (DUTY I)	11	11	9	11	11	10	2
MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS (DUTY J)	18	18	16	20	18	18	4
MAINTAINING AND REPAIRING VEHICLE HYDRAULIC AND PNEUMATIC SYSTEMS (DUTY K)	3	5	4	4	4	2	-
MAINTAINING AND REPAIRING FUEL OR EXHAUST SYSTEMS (DUTY L)	7	7	7	7	7	6	1
MAINTAINING AND REPAIRING COOLING, HEATING, AND AIR CONDITIONING SYSTEMS (DUTY M)	5	6	5	5	5	6	2
MAINTAINING AND REPAIRING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTORS (DUTY N)	5	5	4	4	4	5	1
MAINTAINING AND REPAIRING STEERING SYSTEMS (DUTY O)	3	3	2	4	3	4	1
MAINTAINING AND REPAIRING DRIVING AXLES, DRIVE LINE COMPONENTS, AND SUSPENSION SYSTEMS (DUTY P)	4	4	4	4	4	5	1
MAINTAINING AND REPAIRING BRAKING SYSTEMS AND COMPONENTS (DUTY Q)	8	8	7	10	9	9	2
REPAIRING TIRES (DUTY R)	2	1	1	1	2	5	1

* DASH (-) INDICATES LESS THAN ONE PERCENT TIME SPENT PERFORMING THOSE DUTIES

TABLE 11

TYPICAL GENERAL MECHANICAL TASKS (DUTIES H-R) PERFORMED BY 5-SKILL LEVEL RESPONDENTS
(PERCENT MEMBERS PERFORMING)

TASKS	47250	47251A	47251B	47251C	47251D	47252	47253
H11 OPERATE CUTTING TORCHES FOR SIMPLE TASKS SUCH AS PATCHING OR CUTTING EXHAUST PIPES	32	23	12	29	28	25	72
I3 CHANGE ENGINE OIL OR FILTERS	75	88	85	81	73	61	13
I30 REMOVE OR INSTALL VALVE COVER GASKETS	69	80	76	72	71	60	12
J6 CLEAN OR PAINT BATTERY CARRIER ASSEMBLIES	72	74	67	78	75	64	29
J14 INSPECT, ADJUST, REMOVE, OR INSTALL GENERATOR OR ALTERNATOR DRIVE BELTS	73	82	80	79	75	65	14
J15 TEST, CLEAN, REMOVE, CAP, OR INSTALL SPARK PLUGS	76	88	80	83	80	68	14
K5 INSPECT, REMOVE, INSTALL, OR MANUFACTURE HYDRAULIC HOSES OR TUBING	69	82	76	80	70	43	11
L5 CLEAN, DISASSEMBLE, INSPECT, OR REASSEMBLE CARBURETORS	61	74	69	74	69	50	9
L14 REMOVE, INSPECT, OR INSTALL EXHAUST PIPES, TAIL PIPES, MUFFLERS, SPARK APRESTORS, OR RESONATORS	69	81	77	74	73	63	25
M1 DRAIN, FLUSH, OR SERVICE COOLING SYSTEMS	75	83	84	81	78	69	33
M10 REMOVE, INSTALL, OR INSPECT RADIATORS OR RADIATOR HOSES	74	85	85	81	75	69	37
M22 TEST, REMOVE, OR INSTALL THERMOSTATS IN VEHICLE COOLING SYSTEMS	64	75	70	73	67	62	13
P9 REMOVE, INSTALL, INSPECT, PACK, OR ADJUST FRONT WHEEL BEARINGS OR WHEEL SEALS	68	77	72	72	69	60	10

TABLE 12

FIVE-SKILL LEVEL PERSONNEL MAINTAINING SELECTED BASE VEHICLES*
(PERCENT MEMBERS PERFORMING)**

VEHICLE	47250	47251A	47251B	47251C	47251D	47252
AIR BLAST SNOW SWEEPERS	21	3	4	14	19	3
CRANES, TRUCK MOUNTED	52	10	7	38	47	12
FRONT-END LOADERS	61	5	9	30	40	14
MAGNETIC SWEEPERS	35	4	5	22	26	5
PULLOVER SNOWPLOWS	27	2	2	11	18	5
STREETSWEEPERS	50	5	7	29	34	10
TOWED SWEEPERS	49	5	6	21	31	5
TRACTOR DOZERS, CRAWLER	52	3	6	21	30	5
VACUUM SWEEPERS	46	5	7	30	34	6

* A COMPLETE LIST OF BASE VEHICLES BEING MAINTAINED AND PERCENT MEMBERS MAINTAINING THEM MAY BE FOUND IN APPENDIX B

** DAFSC 47253 PERSONNEL ARE NOT INCLUDED SINCE THEY REPAIR ALL VEHICLE BODIES

TABLE 13

FIVE-SKILL LEVEL PERSONNEL MAINTAINING FIREFIGHTING TRUCKS AND EQUIPMENT
(PERCENT MEMBERS PERFORMING)*

VEHICLE	47250	47251A	47251B	47251C	47251D	47252
FIREFIGHTING TRUCKS	11	88	7	12	13	9
FORCIBLE ENTRY TRUCKS	2	33	2	4	3	1
PUMPER FIRE TRUCKS	10	82	4	11	12	7
RAMP FIREFIGHTING TRUCKS	8	73	2	9	9	4
RUNWAY FOAMER TRUCKS	5	54	4	5	7	3
STRUCTURE FIRE TRUCKS	7	73	3	7	9	6

* DAFSC 47253 PERSONNEL ARE NOT INCLUDED SINCE THEY REPAIR ALL VEHICLE BODIES

TABLE 14

FIVE-SKILL LEVEL PERSONNEL MAINTAINING REFUELING VEHICLES
(PERCENT MEMBERS PERFORMING)*

<u>VEHICLE</u>	<u>47250</u>	<u>47251A</u>	<u>47251B</u>	<u>47251C</u>	<u>47251D</u>	<u>47252</u>
A-1B FUEL TRAILERS	12	1	60	2	11	11
DEMINERALIZED WATER TANK TRUCKS	19	6	44	17	17	5
FUEL SERVICING TANK TRUCKS	12	5	83	8	13	9
HOSE CARTS	4	2	52	6	4	3
LIQUID OXYGEN TRAILERS	1	0	15	4	1	1
MD-3 WATER-ALCOHOL TRAILERS	1	0	10	1	2	1
OIL SERVICING TRUCKS	4	1	23	1	1	2
WATER OR ALCOHOL DISTRIBUTION TRUCKS	15	23	26	10	15	4

* DAFSC 47253 PERSONNEL ARE NOT INCLUDED SINCE THEY REPAIR ALL VEHICLE BODIES

TABLE 15

FIVE-SKILL LEVEL PERSONNEL MAINTAINING MATERIAL HANDLING EQUIPMENT
(PERCENT MEMBERS PERFORMING)*

<u>VEHICLE</u>	<u>47250</u>	<u>47251A</u>	<u>47251B</u>	<u>47251C</u>	<u>47251D</u>	<u>47252</u>
AIRCRAFT CARGO HANDLING TRUCKS	25	10	7	59	41	6
CARGO LOADERS OR UNLOADERS	23	9	7	60	41	8
DIESEL POWERED ROUGH TERRAIN FORKLIFTS	23	6	3	51	30	8
ELECTRIC POWERED FORKLIFTS	26	10	8	54	38	10
GASOLINE ENGINE POWERED TRACKLAYING FORKLIFTS	2	2	1	9	3	2
GASOLINE ENGINE POWERED WHEELED FORKLIFTS	50	13	15	73	56	13
K LOADERS	29	11	10	63	41	11

* DAFSC 47253 PERSONNEL ARE NOT INCLUDED SINCE THEY REPAIR ALL VEHICLE BODIES

TABLE 16

FIVE-SKILL LEVEL PERSONNEL MAINTAINING SELECTED TOWING AND SERVICING
VEHICLES*
(PERCENT MEMBERS PERFORMING)**

VEHICLE	47250	47251A	47251B	47251C	47251D	47252
AIRCRAFT TOWING TRACTORS OR TUGS	41	13	11	59	60	19
ELECTRIC LINEMAN TRUCKS	36	8	5	32	48	15
HIGH REACH MAINTENANCE TRUCKS	33	8	7	36	50	13
HIGH LIFT TRUCKS	26	7	5	34	44	10
TELEPHONE MAINTENANCE TRUCKS	30	9	7	33	41	21
WRECKERS	45	13	10	43	50	38

* A COMPLETE LIST OF TOWING AND SERVICING VEHICLES AND PERCENT MEMBERS
MAINTAINING THEM MAY BE FOUND IN APPENDIX B

** DAFSC 47253 PERSONNEL ARE NOT INCLUDED SINCE THEY REPAIR ALL VEHICLE
BODIES

TABLE 17

FIVE-SKILL LEVEL PERSONNEL MAINTAINING SELECTED GENERAL PURPOSE VEHICLES*
(PERCENT MEMBERS PERFORMING)**

VEHICLE	47250	47251A	47251B	47251C	47251D	47252
AMBULANCES	30	7	9	14	12	55
BUSES	35	12	12	22	23	65
CARGO TRUCKS, 4X2	37	26	15	30	28	64
LOW BED TRAILERS	36	8	10	22	23	58
PICKUP TRUCKS, 4X4	40	36	19	33	32	72
STAFF CARS OR SEDANS	33	17	12	23	25	68
VAN TRUCKS	31	15	9	20	19	59

* A COMPLETE LIST OF GENERAL PURPOSE VEHICLES AND PERCENT MEMBERS
MAINTAINING THEM MAY BE FOUND IN APPENDIX B

** DAFSC 47253 PERSONNEL ARE NOT INCLUDED SINCE THEY REPAIR ALL VEHICLE
BODIES

UTILIZATION PATTERNS FOR FIRST AND SECOND TERM AIRMEN

Survey respondents were grouped by Total Active Federal Military Service (TAFMS) to determine whether there were any major differences in the jobs performed by the various TAFMS groups. First-term airmen were those respondents with 1 to 48 months TAFMS. Second term airmen were those with 49 to 96 months TAFMS. Respondents with 97 months or more were grouped together as career airmen. However, jobs performed by these career personnel are not discussed here because they fall into the expected category of administrative, supervisory, and management jobs typical for airmen with 97 + months TAFMS Air Force-wide.

First Term Airmen

Table 18 presents the relative percent time spent on duty categories by first-term airmen. As discussed in the DAFSC section of this report, most first term 472XX personnel spend similar amounts of time in the various duty categories except for the 472X3 respondents. These 472X3 personnel spend over two-thirds of their available duty time repairing and painting vehicle bodies.

From the table, one can see that for the other 472XX AFSC's, first-term airmen spend an average of 77 percent of their available duty time performing general mechanical tasks. On the average, 92 tasks comprise 50 percent of their available duty time. These tasks generally involve maintaining and repairing engines and auxiliary engines; maintaining and repairing vehicle electrical, battery, ignition, and charging systems and components; and maintaining and repairing braking systems and components.

Personnel with DAFSCs 472X0, 472X1 A/B/C/D, and 472X2 perform many common tasks. These tasks include changing oil and oil filters; lubricating vehicles; setting engine timing; and cleaning, setting, and gapping spark plugs. Interestingly enough, even personnel with 472X1 A/B/C/D DAFSC spend much of their time performing these same types of tasks rather than only working on the equipment or vehicle unique to their shred, (e.g., refueling equipment).

Second Term Airmen

Table 19 presents the relative percent time spent by duty categories for second term airmen. Patterns noted here are quite similar to those for first term airmen. However, second term airmen, on the average, spend almost one-fifth of their available duty time performing administration tasks. This includes working as maintenance controllers or quality control inspectors. Second term airmen also spend slightly more time on management duties than first termers. Technical tasks performed by AFSC 472X0 and 472X2 second term members are quite

similar to those performed by first term airmen assigned to those two career ladders. Among the special purpose mechanics (472X1 A,B,C, D), there is more specialization on unique equipment.

Second termers in the 472X3 career ladder perform basically the same job as those members in the first enlistment. However, as with the other 472XX AFSCS, more 472X3 second termers are working job as maintenance controllers or quality control inspectors. The technical vehicle body repair tasks they perform are basically the same as those performed by first termers.

Summary

Utilization pattern for first term airmen indicate that they perform most of the uncomplicated mechanic tasks. Few specialize on any unique equipment or work in the various administrative jobs. Second term airmen perform many of the same technical tasks, but also specialize on certain systems or types of equipment. Also it is the second term airmen who are more often found in positions like job control.

TABLE 18

RELATIVE PERCENT TIME SPENT ON DUTY CATEGORIES BY INCUMBENTS WITH 1-48 MONTHS TAFMS

DUTY CATEGORY	DAFSC 472XX (N=1355)	DAFSC 472X0 (N=222)	DAFSC 472X1A (N=65)	DAFSC 472X1B (N=76)	DAFSC 472X1C (N=102)	DAFSC 472X1D (N=154)	DAFSC 472X2 (N=588)	DAFSC 472X3 (N=103)
MANAGEMENT (DUTIES: A, B, C)	3	3	1	2	2	3	4	4
ADMINISTRATION (DUTIES: D, E, F, G)	7	7	6	5	3	9	9	5
MAINTAINING GENERAL MECHANICAL SYSTEMS (DUTIES: H, I, J, K, L, M, N, O, P, Q, R)	76	79	75	65	82	76	84	23
MAINTAINING AND REPAIRING SPECIALIZED EQUIPMENT AND VEHICLES (DUTIES: S, T, U, V, W, X)	14	11	18	28	13	12	3	68

TABLE 19

RELATIVE PERCENT TIME SPENT ON DUTY CATEGORIES BY INCUMBENTS WITH 49-96 MONTHS TAFMS

DUTY CATEGORY	DAFSC 472XX (N=521)	DAFSC 472X0 (N=90)	DAFSC 472X1A (N=30)	DAFSC 472X1B (N=40)	DAFSC 472X1C (N=31)	DAFSC 472X1D (N=41)	DAFSC 472X2 (N=195)	DAFSC 472X3 (N=44)
MANAGEMENT (DUTIES: A, B, C)	10	9	3	8	4	11	11	10
ADMINISTRATION (DUTIES: D, E, F, G)	20	20	8	17	10	20	22	17
MAINTAINING GENERAL MECHANICAL SYSTEMS (DUTIES: H, I, J, K, L, M, N, O, P, Q, R)	58	62	75	53	75	61	62	27
MAINTAINING AND REPAIRING SPECIALIZED EQUIPMENT AND VEHICLES (DUTIES: S, T, U, V, W, X)	12	9	14	22	11	8	5	46

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 472XX job survey, incumbents holding a 7- or 9-skill level from various commands and locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average airman to learn to do the task. Interrater reliability (as assessed through components of variance of standard group means) for the 71 raters was .95. Ratings were adjusted so that tasks of average difficulty had ratings of 5.00.

Table 20 presents the 15 tasks rated highest in difficulty which were performed by 30 percent or more of the survey respondents. Interestingly, five of the 15 tasks listed involve maintaining and repairing vehicle electrical, battery, ignition, and charging systems and components. In general, most technical tasks rated above average in difficulty involved record keeping and administrative functions; machinist, welding, and metalworking functions; maintaining and repairing vehicle electrical battery, ignition, and charging systems and components; and maintaining and repairing fire and crash firefighting vehicles and equipment.

The 15 tasks rated lowest in difficulty which were performed by 30 percent or more of survey respondents are listed in Table 21. These tasks include inspecting, adjusting, or replacing various drive belts; inspecting and replacing hoses, filters, and pressure caps; and inspecting, charging, and repairing tires from cars and trucks. In general, tasks listed in duties P (Maintaining and Repairing Driving Axles, Drive Line Components, and Suspension Systems), Q (Maintaining and Repairing Braking Systems and Components), and R (Repairing Tires) were consistently rated below average in difficulty.

TABLE 20

TASKS RATED HIGHEST IN DIFFICULTY PERFORMED BY
30 PERCENT OR MORE OF SURVEY RESPONDENTS

TASK	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
F1 ANALYZE CAUSES OF VEHICLE FAILURES	6.4	32
J20 MANUFACTURE OR CONSTRUCT ELECTRICAL WIRING SYSTEMS	6.3	40
P18 REMOVE, SERVICE, ADJUST, OR INSTALL DIFFERENTIALS OR DIFFERENTIAL ASSEMBLIES	6.0	31
N7 CLEAN, TEST, ADJUST, ASSEMBLE, OR DISASSEMBLE CONVENTIONAL TRANSMISSIONS	5.9	31
J49 TEST OR TROUBLESHOOT VEHICLE WIRING SYSTEMS	5.9	57
L5 CLEAN, DISASSEMBLE, INSPECT, OR REASSEMBLE CARBURETORS	5.8	47
J38 REMOVE, SERVICE, OR INSTALL 24-VOLT ELECTRICAL SYSTEMS	5.7	37
B6 COUNSEL INDIVIDUALS ON PERSONAL OR MILITARY PROBLEMS	5.6	31
I29 REMOVE OR INSTALL TIMING DEVICES SUCH AS CHAINS, BELTS, GEARS, OR SPROCKETS	5.6	31
J9 DISASSEMBLE, ASSEMBLE, CLEAN, OR MAKE REPAIRS TO GENERATORS OR ALTERNATORS	5.6	35
J16 INSPECT, REMOVE, INSTALL, OR REPAIR LIGHTING SYSTEM WIRING OR HARNESES	5.5	55
L13 REMOVE, INSPECT, OR INSTALL CARBURETORS OR INSTALL CARBURETOR REPAIR KITS	5.5	51
I17 INSTALL SHORT BLOCK ASSEMBLIES	5.4	33
P2 INSPECT, REMOVE, OR INSTALL CONSTANT VELOCITY UNIVERSAL (CVU) JOINTS OR CVU COMPONENTS	5.4	32
O2 DISASSEMBLE, ASSEMBLE, INSPECT, REMOVE, OR INSTALL STEERING GEAR ASSEMBLIES OR COMPONENTS	5.4	35

TABLE 21

TASKS RATED LOWEST IN DIFFICULTY PERFORMED BY
30 PERCENT OR MORE OF SURVEY RESPONDENTS

TASK	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
M10 REMOVE, INSTALL OR INSPECT RADIATORS OR RADIATOR HOSES	2.8	61
J12 INSPECT, ADJUST, REMOVE, OR INSTALL GENERATOR OR ALTERNATOR DRIVE BELTS	2.8	58
L17 REMOVE, INSTALL, OR CLEAN FUEL FILTERS	2.8	57
M20 TEST, REMOVE, INSPECT, OR INSTALL RADIATOR PRESSURE CAPS	2.7	51
M9 REMOVE, INSTALL, OR INSPECT HEATER HOSES	2.7	58
I3 CHANGE ENGINE OIL OR FILTERS	2.3	56
J28 REMOVE OR INSTALL BATTERIES	2.3	62
I8 INSPECT, CLEAN, REMOVE, OR INSTALL ENGINE VENTILATION AIR CLEANERS	2.3	54
M11 REMOVE, INSTALL, OR INSPECT WATER PUMP DRIVE BELTS	2.2	60
O17 SERVICE POWER STEERING FLUID RESERVOIRS	2.2	47
M23 TEST STRENGTH OF ANTI-FREEZE SOLUTIONS	2.2	55
J6 CLEAN OR PAINT BATTERY CARRIER ASSEMBLIES	2.0	55
J29 REMOVE OR INSTALL BATTERY CARRIER ASSEMBLIES, CLAMPS, OR BOLTS	2.0	55
I5 CHECK OR SERVICE OIL LEVELS	1.7	57
I6 CLEAN ENGINES	1.6	44

SUMMARY OF JOB SATISFACTION DATA

Each USAF Job Inventory contains a job satisfaction section in which the respondents reports perceptions of how interesting their job is, and how they feel their talents and training are being used. This information is summarized in the following paragraphs. The data is compared to that collected during CY 1977 from personnel in the Direct Support career areas. The Direct Support career areas include jobs such as Maintenance Management Systems (AFS 39XXX), Mechanical/Electrical (AFS 54XXX), Transportation (AFS 60XXX), Fuels (AFS 63XXX), and Supply (AFS 64XXX).

Job Satisfaction (First and Second Enlistment Groups)

Expression of job interest, perceived utilization of talents and training, and reenlistment intentions are presented in Tables 22 and 23. An average of 71 percent of personnel with 1 to 48 months AFMS found their job interesting. This is consistent with the 72 percent reported by survey respondents with 1-48 months AFMS from the Direct Support career area.

An average of 72 percent of personnel with 49 to 96 months AFMS found their job interesting. This is only slightly higher than the 68 percent reported by personnel with 49 to 96 months AFMS from the Direct Support career area surveyed in 1977. In terms of the 47XXX ladders, second term incumbents from the 472X2 career ladder had the smallest percentage of respondents who found their job interesting, 64 percent. The largest percentage of incumbents finding their job interesting was the 80 percent from the 472X1B career ladder.

Overall, job interest across the vehicle maintenance career field compared favorably with the responses gathered from other studies conducted during CY 1977. Job interest from one enlistment group to the next in each career ladder is fairly consistent. The one exception is where only 65 percent of the 472X1C incumbents in the first enlistment find their job interesting, while 78 percent of the personnel in the second enlistment find their job interesting.

Eighty-five percent of the airmen with 1-48 months AFMS felt their talents were being utilized fairly well or better. This is slightly higher than the 72 percent reported by first termers in the Direct Support career ladder surveyed in 1977.

The 82 percent of airmen with 49 to 96 months AFMS who felt their training was used fairly well or better is slightly higher than the 72 percent reported by second term airmen surveyed in 1977 from the Direct Support career area.

TABLE 21

TASKS RATED LOWEST IN DIFFICULTY PERFORMED BY
30 PERCENT OR MORE OF SURVEY RESPONDENTS

TASK	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
M10 REMOVE, INSTALL OR INSPECT RADIATORS OR RADIATOR HOSES	2.8	61
J12 INSPECT, ADJUST, REMOVE, OR INSTALL GENERATOR OR ALTERNATOR DRIVE BELTS	2.8	58
L17 REMOVE, INSTALL, OR CLEAN FUEL FILTERS	2.8	57
M20 TEST, REMOVE, INSPECT, OR INSTALL RADIATOR PRESSURE CAPS	2.7	51
M9 REMOVE, INSTALL, OR INSPECT HEATER HOSES	2.7	58
I3 CHANGE ENGINE OIL OR FILTERS	2.3	56
J28 REMOVE OR INSTALL BATTERIES	2.3	62
I8 INSPECT, CLEAN, REMOVE, OR INSTALL ENGINE VENTILATION AIR CLEANERS	2.3	54
M11 REMOVE, INSTALL, OR INSPECT WATER PUMP DRIVE BELTS	2.2	60
O17 SERVICE POWER STEERING FLUID RESERVOIRS	2.2	47
M23 TEST STRENGTH OF ANTI-FREEZE SOLUTIONS	2.2	55
J6 CLEAN OR PAINT BATTERY CARRIER ASSEMBLIES	2.0	55
J29 REMOVE OR INSTALL BATTERY CARRIER ASSEMBLIES, CLAMPS, OR BOLTS	2.0	55
I5 CHECK OR SERVICE OIL LEVELS	1.7	57
I6 CLEAN ENGINES	1.6	44

SUMMARY OF JOB SATISFACTION DATA

Each USAF Job Inventory contains a job satisfaction section in which the respondents reports perceptions of how interesting their job is, and how they feel their talents and training are being used. This information is summarized in the following paragraphs. The data is compared to that collected during CY 1977 from personnel in the Direct Support career areas. The Direct Support career areas include jobs such as Maintenance Management Systems (AFS 39XXX), Mechanical/Electrical (AFS 54XXX), Transportation (AFS 60XXX), Fuels (AFS 63XXX), and Supply (AFS 64XXX).

Job Satisfaction (First and Second Enlistment Groups)

Expression of job interest, perceived utilization of talents and training, and reenlistment intentions are presented in Tables 22 and 23. An average of 71 percent of personnel with 1 to 48 months AFMS found their job interesting. This is consistent with the 72 percent reported by survey respondents with 1-48 months AFMS from the Direct Support career area.

An average of 72 percent of personnel with 49 to 96 months AFMS found their job interesting. This is only slightly higher than the 68 percent reported by personnel with 49 to 96 months AFMS from the Direct Support career area surveyed in 1977. In terms of the 47XXX ladders, second term incumbents from the 472X2 career ladder had the smallest percentage of respondents who found their job interesting, 64 percent. The largest percentage of incumbents finding their job interesting was the 80 percent from the 472X1B career ladder.

Overall, job interest across the vehicle maintenance career field compared favorably with the responses gathered from other studies conducted during CY 1977. Job interest from one enlistment group to the next in each career ladder is fairly consistent. The one exception is where only 65 percent of the 472X1C incumbents in the first enlistment find their job interesting, while 78 percent of the personnel in the second enlistment find their job interesting.

Eighty-five percent of the airmen with 1-48 months AFMS felt their talents were being utilized fairly well or better. This is slightly higher than the 72 percent reported by first termers in the Direct Support career ladder surveyed in 1977.

The 82 percent of airmen with 49 to 96 months AFMS who felt their training was used fairly well or better is slightly higher than the 72 percent reported by second term airmen surveyed in 1977 from the Direct Support career area.

In the 472XX career field 77 percent of airmen with 1 to 48 months AFMS and 73 percent of second term airmen felt their training was used fairly well or better. In the Direct Support career ladders, 75 percent of the first term and 72 percent of second term airmen felt their job used their training fairly well or better.

Only 37 percent of first term airmen from the vehicle maintenance career field plan to reenlist. This is slightly below the 42 percent for first term airmen in the Direct Support career ladders surveyed in 1977 who plan to reenlist. A possible problem area is the 472X3 personnel where only 28 percent of the respondents indicated they plan to reenlist.

Job Satisfaction (7- and 9-Skill Levels)

Expression of job interest, perceived utilization of talents and training and reenlistment intentions for 7-and 9-skill level survey respondents are presented in Table 24. Generally responses to job interest, felt utilization of talents and training and reenlistment intentions compare favorably of those 1977 survey respondents from the Direct Support career ladders.

Summary

Generally personnel in the 472XX career field find there job interesting and feel that their talents and training are used fairly well or better. Reenlistment intentions are slightly below that reported by respondents in Direct Support career ladders surveyed during 1977. Especially significant is the fact that only 28 percent of the first enlistment vehicle body repairmen plan to reenlist.

TABLE 22

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT
INTENTIONS BY PERSONNEL WITH 1-48 MONTHS AFMS
(PERCENT MEMBERS RESPONDING)

	DAFSC 472X0 (N=222)	DAFSC 472X1A (N=65)	DAFSC 472X1B (N=76)	DAFSC 472X1C (N=102)	DAFSC 472X1D (N=154)	DAFSC 472X2 (N=588)	DAFSC 472X3 (N=103)
I FIND MY JOB							
DULL	8	6	4	10	6	11	11
SO-SO	20	11	15	23	20	20	18
INTERESTING	70	80	79	65	70	67	68
NO RESPONSE	2	3	2	2	4	2	3
MY JOB UTILIZES MY TALENTS							
NOT AT ALL OR VERY LITTLE	15	11	9	17	13	18	13
FAIRLY WELL TO VERY WELL	70	74	68	75	72	69	79
EXCELLENTLY OR PERFECTLY	14	14	23	7	12	11	7
NO RESPONSE	1	1	-	1	3	2	1
MY JOB UTILIZES MY TRAINING							
NOT AT ALL OR VERY LITTLE	21	15	16	26	31	24	23
FAIRLY WELL TO VERY WELL	66	71	67	68	60	64	60
EXCELLENTLY OR PERFECTLY	13	14	16	5	7	11	16
NO RESPONSE	-	-	1	1	2	1	1
DO YOU PLAN TO REENLIST							
NO OR PROBABLY NO	59	55	55	63	60	58	70
YES OR PROBABLY YES	38	42	44	35	35	38	28
NO RESPONSE	3	3	1	2	5	4	2

In the 472XX career field 77 percent of airmen with 1 to 48 months AFMS and 73 percent of second term airmen felt their training was used fairly well or better. In the Direct Support career ladders, 75 percent of the first term and 72 percent of second term airmen felt their job used their training fairly well or better.

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Summary

Generally personnel in the 472XX career field find there job interesting and feel that their talents and training are used fairly well or better. Reenlistment intentions are slightly below that reported by respondents in Direct Support career ladders surveyed during 1977. Especially significant is the fact that only 28 percent of the first enlistment vehicle body repairmen plan to reenlist.

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(PERCENT MEMBERS RESPONDING)

	DAFSC 472X0 (N=222)	DAFSC 472X1A (N=65)	DAFSC 472X1B (N=76)	DAFSC 472X1C (N=102)	DAFSC 472X1D (N=154)	DAFSC 472X2 (N=588)	DAFSC 472X3 (N=103)
I FIND MY JOB							
DULL	8	6	4	10	6	11	11
SO-SO	20	11	15	23	20	20	18
INTERESTING	70	80	79	65	70	67	68
NO RESPONSE	2	3	2	2	4	2	3
MY JOB UTILIZES MY TALENTS							
NOT AT ALL OR VERY LITTLE	15	11	9	17	13	18	13
FAIRLY WELL TO VERY WELL	70	74	68	75	72	69	79
EXCELLENTLY OR PERFECTLY	14	14	23	7	12	11	7
NO RESPONSE	1	1	-	1	3	2	1
MY JOB UTILIZES MY TRAINING							
NOT AT ALL OR VERY LITTLE	21	15	16	26	31	24	23
FAIRLY WELL TO VERY WELL	66	71	67	68	60	64	60
EXCELLENTLY OR PERFECTLY	13	14	16	5	7	11	16
NO RESPONSE	-	-	1	1	2	1	1
DO YOU PLAN TO REENLIST							
NO OR PROBABLY NO	59	55	55	63	60	58	70
YES OR PROBABLY YES	38	42	44	35	35	38	28
NO RESPONSE	3	3	1	2	5	4	2

TABLE 23

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT INTENTIONS BY PERSONNEL WITH 49-96 MONTHS AFMS
(PERCENT MEMBERS RESPONDING)

	DAFSC 472X0 (N=90)	DAFSC 472X1A (N=30)	DAFSC 472X1B (N=40)	DAFSC 472X1C (N=31)	DAFSC 472X1D (N=41)	DAFSC 472X2 (N=195)	DAFSC 472X3 (N=44)
I FIND MY JOB							
DULL	8	7	8	6	10	10	16
SO-SO	20	17	7	16	7	21	16
INTERESTING	70	76	80	78	73	64	66
NO RESPONSE	2	-	5	-	10	5	2
MY JOB UTILIZES MY TALENTS							
NOT AT ALL OR VERY LITTLE	15	13	8	7	29	25	18
FAIRLY WELL TO VERY WELL	70	67	67	74	56	65	64
EXCELLENTLY OR PERFECTLY	14	20	20	19	12	8	18
NO RESPONSE	1	-	5	-	3	2	-
MY JOB UTILIZES MY TRAINING							
NOT AT ALL OR VERY LITTLE	30	17	12	23	34	33	27
FAIRLY WELL TO VERY WELL	58	63	63	61	56	57	50
EXCELLENTLY OR PERFECTLY	10	20	20	16	10	7	21
NO RESPONSE	2	-	5	-	-	3	2
DO YOU PLAN TO REENLIST							
NO OR PROBABLY NO	32	40	30	32	27	26	25
YES OR PROBABLY YES	66	60	65	68	66	70	75
NO RESPONSE	2	-	5	-	7	4	-

TABLE 24

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT
INTENTIONS BY 7- AND 9-SKILL LEVEL INCUMBENTS GROUPED BY DAFSC AND AFMS
(PERCENT MEMBERS RESPONDING)

	49-96 MOS DAFSC 47271 (N=20)	97+ MOS DAFSC 47271 (N=261)	49-96 MOS DAFSC 47273 (N=24)	97+ MOS DAFSC 47273 (N=224)	97+ MOS DAFSC 47293 (N=104)	DIRECT SUPPORT* CAREER LADDERS 49-96 MOS (N=1722)	97+ MOS (N=3333)
I FIND MY JOB							
DULL	15	3	4	6	2	16	10
SO-SO	25	10	25	13	4	16	10
INTERESTING	55	82	67	77	90	68	80
NO RESPONSE	5	5	4	4	4	-	-
MY JOB UTILIZES MY TALENTS							
NOT AT ALL OR VERY LITTLE	25	7	29	15	4	28	17
FAIRLY WELL TO VERY WELL	60	64	67	61	58	62	62
EXCELLENTLY OR PERFECTLY	15	26	4	21	37	10	21
NO RESPONSE	-	1	-	3	1	-	-
MY JOB UTILIZES MY TRAINING							
NOT AT ALL OR VERY LITTLE	20	11	21	19	4	28	22
FAIRLY WELL TO VERY WELL	60	59	71	58	50	63	60
EXCELLENTLY OR PERFECTLY	20	29	8	23	44	9	18
NO RESPONSE	-	1	-	-	2	-	-
DO YOU PLAN TO REENLIST							
NO OR PROBABLY NO	50	26	42	29	36	34	27
YES OR PROBABLY YES	45	72	58	67	61	66	73
NO RESPONSE	5	2	-	4	3	-	-

* THE DATA PRESENTED IN THESE COLUMNS ARE NOT DIRECTLY COMPARABLE TO THAT IN OTHER COLUMNS SINCE THE PERSONNEL IN THESE AFMS GROUPS REPRESENT ALL SKILL LEVELS. HOWEVER, THEY REPRESENT THE BEST INFORMATION AVAILABLE FOR COMPARISON PURPOSES.

TABLE 23

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT
INTENTIONS BY PERSONNEL WITH 49-96 MONTHS AFMS
(PERCENT MEMBERS RESPONDING)

	DAFSC 472X0 (N=90)	DAFSC 472X1A (N=30)	DAFSC 472X1B (N=40)	DAFSC 472X1C (N=31)	DAFSC 472X1D (N=41)	DAFSC 472X2 (N=195)	DAFSC 472X3 (N=44)
I FIND MY JOB							
DULL	8	7	8	6	10	10	16
SO-SO	20	17	7	16	7	21	16
INTERESTING	70	76	80	78	73	64	66
NO RESPONSE	2	-	5	-	10	5	2
MY JOB UTILIZES MY TALENTS							
NOT AT ALL OR VERY LITTLE	15	13	8	7	29	25	18
FAIRLY WELL TO VERY WELL	70	67	67	74	56	65	64
EXCELLENTLY OR PERFECTLY	14	20	20	19	12	8	18
NO RESPONSE	1	-	5	-	3	2	-
MY JOB UTILIZES MY TRAINING							
NOT AT ALL OR VERY LITTLE	30	17	12	23	34	33	27
FAIRLY WELL TO VERY WELL	58	63	63	61	56	57	50
EXCELLENTLY OR PERFECTLY	10	20	20	16	10	7	21
NO RESPONSE	2	-	5	-	-	3	2
DO YOU PLAN TO REENLIST							
NO OR PROBABLY NO	32	40	30	32	27	26	25
YES OR PROBABLY YES	66	60	65	68	66	70	75
NO RESPONSE	2	-	5	-	7	4	-

TABLE 24

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT INTENTIONS BY 7- AND 9-SKILL LEVEL INCUMBENTS GROUPED BY DAFSC AND AFMS (PERCENT MEMBERS RESPONDING)

	49-96 MOS		97+ MOS		49-96 MOS		97+ MOS		97+ MOS		DIRECT SUPPORT+ CAREER LADDERS	
	DAFSC	47271	DAFSC	47271	DAFSC	47273	DAFSC	47273	DAFSC	47293	49-96 MOS	97+ MOS
	(N=20)	(N=261)	(N=24)	(N=224)	(N=104)	(N=333)						
I FIND MY JOB												
DULL	15	3	4	6	2	16	10					
SO-SO	25	10	25	13	4	16	10					
INTERESTING	55	82	67	77	90	68	80					
NO RESPONSE	5	5	4	4	4	-	-					
MY JOB UTILIZES MY TALENTS												
NOT AT ALL OR VERY LITTLE	25	7	29	15	4	28	17					
FAIRLY WELL TO VERY WELL	60	64	67	61	58	62	62					
EXCELLENTLY OR PERFECTLY	15	28	4	21	37	10	21					
NO RESPONSE	-	1	-	3	1	-	-					
MY JOB UTILIZES MY TRAINING												
NOT AT ALL OR VERY LITTLE	20	11	21	19	4	28	22					
FAIRLY WELL TO VERY WELL	60	59	71	58	50	63	60					
EXCELLENTLY OR PERFECTLY	20	29	8	23	44	9	18					
NO RESPONSE	-	1	-	-	2	-	-					
DO YOU PLAN TO REENLIST												
NO OR PROBABLY NO	50	26	42	29	36	34	27					
YES OR PROBABLY YES	45	72	58	67	61	66	73					
NO RESPONSE	5	2	-	4	3	-	-					

* THE DATA PRESENTED IN THESE COLUMNS ARE NOT DIRECTLY COMPARABLE TO THAT IN OTHER COLUMNS SINCE THE PERSONNEL IN THESE AFMS GROUPS REPRESENT ALL SKILL LEVELS. HOWEVER, THEY REPRESENT THE BEST INFORMATION AVAILABLE FOR COMPARISON PURPOSES.

OTHER ANALYSIS AND DISCUSSION

Survey data was used to analyze other areas related to the Vehicle Maintenance career field. These analyses included reviewing AFR 39-1 specialty descriptions, reviewing the Specialty Training Standards (STS), and comparing current data to the previous survey. Brief summaries of these analysis are presented below.

AFR 39-1 Specialty Descriptions

Job descriptions derived from the survey data for each of the various skill levels were compared to corresponding AFR 39-1 specialty descriptions. Results of this review indicated that the current specialty descriptions cover the major duties and responsibilities of 5-, 7-, and 9-skill level personnel.

A review of three 5-skill level specialty descriptions (AFSC 47250, 47251, and 47252) found them to be very similar. Each description describes a variety of mechanical tasks. The same tasks appear in each description, indicates a high degree of overlap in the duties and responsibilities of these specialties. This similarity is supported by the findings of this survey as discussed in the CAREER FIELD STRUCTURE and ANALYSIS OF DAFSC GROUPS sections. The 47251 specialty description accurately describes the duties and responsibilities of the special purpose vehicle mechanic including the designation of the A and B shreds. However, the designation of the C and D shreds as separate and distinct groups may need to be reviewed since survey data showed these personnel were performing the same tasks and maintaining the same vehicles. Since survey data showed that there is a high degree of overlap between 47250 and 47252 personnel, with only some specialization in vehicles maintained, the similarity between specialty descriptions for these two AFSC is appropriate. The 47253 specialty description was totally distinct from all other 5-skill level descriptions. As survey data indicated, the jobs body repairmen perform are completely different from all other 472XX jobs and the specialty description is an accurate reflection of the 47253 jobs.

Specialty Training Standards

A review of each STS was accomplished to compare the items listed against the job descriptions for each DAFSC. The following paragraphs reflect the results of that analysis:

472X0 STS: The STS reflects the job performed by members of this AFS. The only minor item of interest was STS paragraph 8 dealing with forms management. Five-skill level personnel fill out all the various data collection forms, but few if any use them for analysis or reporting. The words used make it unclear what is meant to be the job of these personnel in forms management.

472X1 A/B/C/D STS: This STS reflects the jobs performed by each specialty, and identifies the uniqueness of each specialty quite well. The only minor adjustment needed is that paragraphs 20, Materials Handling Equipment, and 21, Towing and Servicing Vehicles, should be made applicable to both "C" and "D" shredout personnel since survey data indicates both AFSS perform maintenance on these vehicles.

472X2 STS: This STS appears to be an accurate reflection of jobs performed by AFSC 472X2 personnel. Like the 472X0 STS, paragraph 8, dealing with forms management should be redesigned to clarify that these personnel complete the various forms, but do not use them for data analysis or preparation of reports.

47271 and 47273 STSs: Both STSs reflect the supervisory nature of the job performed by these personnel. The technical tasks are adequately covered to describe the non-supervisory part of this job.

Write-In Comments

At the end of each job inventory respondents are encouraged to write-in any additional tasks which, for some reason, might not have appeared in the inventory. Personnel are also permitted to comment in any other areas which concerns their AFSC. The following is a list of the most frequently encountered comments:

1. Work schedules - Ten and 12 hour shifts appear to be the rule rather than the exception. Some indicated working 16 hour shifts occasionally, with 14 hours being normal.

2. Type of job - A number of respondents indicated that their job is not really one of being a mechanic. Rather they merely remove and replace components. The inoperative component is then sent to contract maintenance for repair. Closely aligned to this was the fact that a number of members indicated that the civilians employed in their shops were the only ones who performed large projects like performing major repairs to transmissions, or repairing inoperative air conditioning systems. The survey respondents felt they should have the opportunity to become specialist in this type of repair.

3. Utilization Across AFSC - A number of respondents indicated that due to manning situations or mission requirements, they were being used out of their specialty. They felt either that they should receive the training associated with the job they actually do, or be used only within the specialty for which they have been trained.

4. Maintenance Control - A large number of respondents indicated the need to establish a separate AFSC for maintenance controllers. They felt that it was unfair that controllers, who by nature of their job are administrative types, are tested as if they were mechanics.

Comparison of Current Survey to Previous Survey

The results of this survey were compared to those of Occupational Survey Report (OSR) AFPT 90-47X-67, dated June 1972. The results of both surveys are extremely similar and appear to reflect a stable career field.

Table 25 presents a listing of the functional groups identified in both surveys. Basically the same jobs groups were identified in the 1972 study as in the 1978 study.

The 1972 study divided the mechanic jobs into two groups, Vehicle Repairmen and Tire and Minor Maintenance Repairmen. In the current study these mechanics job were identified as General Mechanics and Special Purpose Mechanics. In both studies, these personnel performed the same tasks. Typically they perform preventive and corrective maintenance such as tuning engines, changing oil and oil filters, fixing brakes, and working on cooling systems.

The Vehicle Body Repairmen of this study and the 1972 study performed the same job.

In the present study, all non-supervisory personnel performing non-mechanical jobs were grouped together as administrative personnel. This included job controllers, maintenance controllers, quality control inspectors, and instructors. In the 1972 study, non-supervisory personnel were grouped separately by jobs, i.e., instructors and control personnel.

In the current survey, all supervisors, regardless of duty section, were grouped under one job category. The previous survey had those supervisors of control functions included as control personnel. Supervisory personnel were the shop supervisors, such as Vehicle Maintenance NCOIC and Tire Shop NCOIC.

While some classification actions have either changed some of the specialty designators or created or changed DAFSCs, the jobs performed by 472XX personnel have remained the same. The previous survey, like the present, has indicated a large area of common experience which would have implications for both classification and training.

Pending Classification Actions

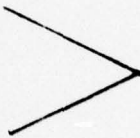
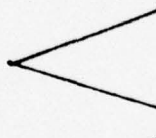

There are two pending classification actions which should be addressed in light of the data presented in this report. The first action deals with the establishment of a separate AFSC for personnel in maintenance control. The proposed change from HQ AF/LGTN through AFMPC/DPMRPQ would establish a lateral Air Force Specialty to identify personnel that have expertise or experience in the maintenance control function of the vehicle maintenance activities. The proposed Specialty

Description combines the maintenance control job, and the quality control inspection job. To review this proposal, job descriptions for maintenance control personnel and quality control (QC) inspectors were generated. They were contrasted to determine the amount of difference or overlap in the two jobs. The job descriptions showed that these two jobs had little overlap. While the job of maintenance controllers consisted primarily of performing tasks like maintaining work control logs or work status boards, performing final closeout and verification of work orders, and establishing or estimating costs of vehicle repairs, the quality control inspectors most typically performed tasks like performing QC inspections of scheduled or unscheduled maintenance performed on vehicles, conducting activity or in-progress inspection of maintenance areas or sections, and performing spot checks of safety procedures and practices.

The second pending classification action deals with bringing personnel from the 391X0C, Motor Vehicle Maintenance Analysis area, into the 472XX career field. Based on AFR 39-1 specialty descriptions for the 391X0C job, it appears that this action would be appropriate.

With these two pending actions and the cross utilization of personnel in the existing career field structure, it appears that the appropriate Air Staff agency should convene a working conference of all using commands to review both these pending changes and current utilization patterns to determine if any reorganization of the career field is necessary.

TABLE 25
COMPARISON OF 1978 AND 1972 OSR JOB TITLES

<u>1978</u>		<u>1972</u>
GENERAL MECHANICS		VEHICLE REPAIRMEN
SPECIAL PURPOSE MECHANICS		TIRE AND MINOR MAINTENANCE REPAIRMEN
VEHICLE BODY REPAIRMEN		BODY REPAIRMEN
ADMINISTRATIVE PERSONNEL		INSTRUCTORS
		CONTROL PERSONNEL
SUPERVISORY PERSONNEL		SUPERVISORS

APPENDIX A

TABLE OF CONTENTS

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SPECIAL PURPOSE MECHANICS -----	A7
VEHICLE BODY REPAIRMEN -----	A11
ADMINISTRATIVE PERSONNEL -----	A13
SUPERVISORS -----	A19

GENERAL MECHANICS

GROUP ID NUMBER AND TITLE: SPC124 MINOR MAINTENANCE MECHANICS

NUMBER IN GROUP: 416

PERCENT OF SAMPLE: 14

MAJCOM DISTRIBUTION: TAC (24%), SAC (22%), MAC (16%), USAF (11%)

LOCATION: CONUS (71%), OVERSEAS (29%)

DAFSC DISTRIBUTION: 472X0 (17%), 472X1 (21%), 47271 (3%), 472X2 (53%),
47233/53 (1%), 47273 (3%)

AVERAGE GRADE: 3.6

JOB DIFFICULTY INDEX: 11.4

AVERAGE TIME IN CAREER FIELD: 44 MONTHS

AVERAGE TIME IN SERVICE: 54 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 63%

AMOUNT OF SUPERVISION: SIX PERCENT SUPERVISE ONE OR TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (20%), INTERESTING (67%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 80%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 74%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 124

GROUP DIFFERENTIATING TASKS:

TASKS

I33 SET ENGINE TIMING
J28 REMOVE OR INSTALL BATTERIES
J46 TEST, CLEAN, REMOVE, GAP, OR INSTALL SPARK PLUGS
M1 DRAIN, FLUSH, OR SERVICE COOLING SYSTEMS
N1 ADJUST CLUTCH PEDAL TRAVEL OR FREE PLAY

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

J MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	27
I MAINTAINING AND REPAIRING ENGINES AND AUXILIARY ENGINES	14
Q MAINTAINING AND REPAIRING BRAKING SYSTEMS AND COMPONENTS	11

GROUP ID NUMBER AND TITLE: GRP1253 ENGINE TEARDOWN MECHANICS

NUMBER IN GROUP: 336

PERCENT OF SAMPLE: 11

MAJCOM DISTRIBUTION: TAC (23%), MAC (19%), SAC (19%), USAF (12%)

LOCATION: CONUS (73%), OVERSEAS (26%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 472X0 (30%), 472X1A (1%), 472X1C (9%), 472X1D (18%),
47271 (4%), 472X2 (33%), 47233/53 (2%), 47273 (1%)

AVERAGE GRADE: 3.7

JOB DIFFICULTY INDEX: 18.1

AVERAGE TIME IN CAREER FIELD: 43 MONTHS

AVERAGE TIME IN SERVICE: 54 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 68%

AMOUNT OF SUPERVISION: 10 PERCENT SUPERVISE FIVE OR LESS SUBORDINATES

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (14%), INTERESTING (76%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 10%
FAIRLY WELL OR BETTER 88%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 81%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 237

GROUP DIFFERENTIATING TASKS:

TASKS

- I21 REMOVE ENGINES FROM VEHICLES
- I26 REMOVE OR INSTALL FLYWHEELS OR FLYWHEEL RING GEARS
- I29 REMOVE OR INSTALL TIMING DEVICES SUCH AS CHAINS, BELTS, GEARS,
OR SPROCKETS
- I30 REMOVE OR INSTALL VALVE COVER GASKETS
- J14 INSPECT, REMOVE, OR INSTALL DISTRIBUTORS OR DISTRIBUTOR COMPONENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

J MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	20
I MAINTAINING AND REPAIRING ENGINES AND AUXILIARY ENGINES	13
Q MAINTAINING AND REPAIRING BRAKING SYSTEMS AND COMPONENTS	11

GROUP ID NUMBER AND TITLE: SPC125 BRAKE REPAIRMEN

NUMBER IN GROUP: 356

PERCENT OF SAMPLE: 12

MAJCOM DISTRIBUTION: TAC (29%), USAF (18%), SAC (16%), MAC (15%)

LOCATION: CONUS (69%), OVERSEAS (30%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 472X0 (12%), 472X1 (19%), 472X2 (65%), 47273 (2%),
NO REPLY (2%)

AVERAGE GRADE: 3.5

JOB DIFFICULTY INDEX: 13.9

AVERAGE TIME IN CAREER FIELD: 38 MONTHS

AVERAGE TIME IN SERVICE: 44 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 74%

AMOUNT OF SUPERVISION: SIX PERCENT SUPERVISE THREE OR LESS SUBORDINATES

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (17%), INTERESTING (70%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 86%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 78%

AVERAGE NUMBER OF TASKS PERFORMED: 160

GROUP DIFFERENTIATING TASKS:

TASKS

P9 REMOVE, INSTALL, INSPECT, PACK, OR ADJUST FRONT WHEEL BEARINGS
OR GREASE SEALS
Q4 BLEED OR FLUSH BRAKE SYSTEMS
Q18 REMOVE, INSPECT, OR INSTALL MASTER CYLINDERS OR INSTALL REPAIR KITS
Q22 REMOVE OR INSTALL BRAKE DRUMS
Q24 REMOVE OR INSTALL BRAKE HOSES OR BRAKE LINES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J	MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	23
Q	MAINTAINING AND REPAIRING BRAKING SYSTEMS AND COMPONENTS	14
I	MAINTAINING AND REPAIRING ENGINES AND AUXILIARY ENGINES	13

GROUP ID NUMBER AND TITLE: SPC129 TIRE REPAIR PERSONNEL

NUMBER IN GROUP: 87

PERCENT OF SAMPLE: 3

MAJCOM DISTRIBUTION: SAC (32%), TAC (23%), MAC (14%)

LOCATION: CONUS (74%), OVERSEAS (24%), NOT REPORTED (2%)

DAFSC DISTRIBUTION: 472X0 (13%), 472X1 (6%), 47271 (3%), 472X2 (69%),
47233/53 (3%), 47273 (2%)

AVERAGE GRADE: 3.7

JOB DIFFICULTY INDEX: 4.8

AVERAGE TIME IN CAREER FIELD: 51 MONTHS

AVERAGE TIME IN SERVICE: 58 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 55%

AMOUNT OF SUPERVISION: 16 PERCENT SUPERVISE THREE OR FEWER SUBORDINATES

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (34%), INTERESTING (46%),
NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 56%
NOT REPORTED 3%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 53%
FAIRLY WELL OR BETTER 45%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 48

GROUP DIFFERENTIATING TASKS:

TASKS

- R2 DISMOUNT OR MOUNT HEAVY DUTY TIRES SUCH AS TIRES FOR TRACTORS,
PLOWS, OR FIRETRUCKS
- R4 INSTALL SELF-VULCANIZING BOOTS OR PATCHES
- R7 PLUG TIRES
- R8 REMOVE OR REPLACE WHEELS ON HEAVY DUTY VEHICLES SUCH AS
TRACTORS, PLOWS, OR FIRETRUCKS FOR TIRE REPAIRS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

R REPAIRING TIRES	45
J MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	16

GROUP ID NUMBER AND TITLE: GRP415 SUSPENSION AND STEERING MECHANICS

NUMBER IN GROUP: 15

PERCENT OF SAMPLE: 1

MAJCOM DISTRIBUTION: 472X0 (13%), 472X1D (13%), 47271 (20%), 472X2 (33%),
47253 (8%), 47273 (13%)

LOCATION: CONUS (80%), OVERSEAS (20%),

DAFSC DISTRIBUTION: SAC (33%), TAC (27%), ATC (20%), PACAF (13%)

AVERAGE GRADE: 4.9

JOB DIFFICULTY INDEX: 13.5

AVERAGE TIME IN CAREER FIELD: 87 MONTHS

AVERAGE TIME IN SERVICE: 120 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 27%

AMOUNT OF SUPERVISION: 13 PERCENT SUPERVISE ONE SUBORDINATE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (93%),
NOT REPORTED (7%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 7%
FAIRLY WELL OR BETTER 93%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 7%
FAIRLY WELL OR BETTER 93%

AVERAGE NUMBER OF TASKS PERFORMED: 117

GROUP DIFFERENTIATING TASKS:

TASKS

O3 INSPECT OR ADJUST MECHANICAL STEERING LINKAGES
O9 REMOVE, INSTALL, INSPECT, OR ADJUST POWER STEERING LINKAGES
P1 INSPECT, REMOVE, ADJUST, OR INSTALL SWAY ARMS OR TORTION BARS
P3 INSPECT, REMOVE, OR INSTALL GREASE SEALS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J	MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	11
Q	MAINTAINING AND REPAIRING BRAKING SYSTEMS AND COMPONENTS	10
F	PERFORMING QUALITY CONTROL AND INSPECTION FUNCTIONS	10

SPECIAL PURPOSE MECHANICS

GROUP ID NUMBER AND TITLE: SPC126 HYDRAULIC SYSTEMS REPAIRMEN

NUMBER IN GROUP: 69

PERCENT OF SAMPLE: 2

MAJCOM DISTRIBUTION: MAC (29%), TAC (19%), SAC (17%)

LOCATION: CONUS (71%), OVERSEAS, (29%)

DAFSC DISTRIBUTION: 472X0 (33%), 472X1C/D (58%), 47271 (1%), 472X2 (7%),
NO REPLY (1%)

AVERAGE GRADE: 3.3

JOB DIFFICULTY INDEX: 12.7

AVERAGE TIME IN CAREER FIELD: 34 MONTHS

AVERAGE TIME IN SERVICE: 43 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 74%

AMOUNT OF SUPERVISION: NINE PERCENT SUPERVISE ONE TO FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (17%), INTERESTING (69%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 77%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 134

GROUP DIFFERENTIATING TASKS:

TASKS

K5 INSPECT, REMOVE, INSTALL, OR MANUFACTURE HYDRAULIC HOSES OR TUBING
K8 REMOVE, ADJUST, INSTALL, OR SERVICE HYDRAULIC PUMPS
K13 REMOVE, INSTALL, OR SERVICE HYDRAULIC SYSTEM VALVES SUCH AS
RELIEF, SHUT-OFF, OR CONTROL VALVES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	25
I MAINTAINING AND REPAIRING ENGINES AND AUXILIARY ENGINES	12
Q MAINTAINING AND REPAIRING BRAKING SYSTEMS AND COMPONENTS	10

GROUP ID NUMBER AND TITLE: SPC127 FIRE/CRASH FIREFIGHTING VEHICLE AND
EQUIPMENT REPAIRMEN

NUMBER IN GROUP: 131

PERCENT OF SAMPLE: 4

MAJCOM DISTRIBUTION: USAF (23%), MAC (21%), SAC (21%), TAC (15%)

LOCATION: CONUS (62%), OVERSEAS (37%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 472X0 (2%), 472X1A (76%), 472X1C (5%), 472X1D (4%),
47271 (9%), 472X2 (2%), 47273 (2%)

AVERAGE GRADE: 4.0

JOB DIFFICULTY INDEX: 18.0

AVERAGE TIME IN CAREER FIELD: 60 MONTHS

AVERAGE TIME IN SERVICE: 76 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 46%

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE FIVE OR FEWER SUBORDINATES

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (13%), INTERESTING (79%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 91%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 86%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 217

GROUP DIFFERENTIATING TASKS:

TASKS

- T4 DISASSEMBLE, INSPECT, REMOVE, INSTALL, OR ASSEMBLE HOSE REELS,
MOTORS, OR CONTROLS ON FIRE OR CRASH VEHICLES
- T5 DISASSEMBLE, INSPECT, REMOVE, INSTALL, OR ASSEMBLE TURRET HEADS
OR HEAD COMPONENTS ON FIRE OR CRASH VEHICLES
- T17 INSPECT WATER DISPENSING SYSTEMS ON FIREFIGHTING EQUIPMENT
- T24 REMOVE, INSTALL, OR REPAIR COMPONENTS OF TURRET FOAM AND
WATER SYSTEMS ON FIREFIGHTING EQUIPMENT
- T29 REMOVE OR INSTALL FITTINGS, LINERS, VALVES, PIPES, GAUGES, OR
COUPLINGS OF FIREFIGHTING EQUIPMENT DISPENSING SYSTEMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	18
T MAINTAINING AND REPAIRING FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT	15
I MAINTAINING AND REPAIRING ENGINES AND AUXILIARY ENGINES	10

GROUP ID NUMBER AND TITLE: SPC128 REFUELING EQUIPMENT MECHANICS

NUMBER IN GROUP: 128

PERCENT OF SAMPLE: 4

MAJCOM DISTRIBUTION: USAF (23%), TAC (21%), MAC (20%), SAC (20%)

LOCATION: CONUS (61%), OVERSEAS (37%), NOT REPORTED (2%)

DAFSC DISTRIBUTION: 472X0 (3%), 472X1B (84%), 472X1C (2%), 472X1D (4%),
47271 (5%), 472X2 (1%), 472X3 (1%)

AVERAGE GRADE: 3.9

JOB DIFFICULTY INDEX: 15.6

AVERAGE TIME IN CAREER FIELD: 57 MONTHS

AVERAGE TIME IN SERVICE: 65 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 59%

AMOUNT OF SUPERVISION: 16 PERCENT SUPERVISE FOUR OR LESS SUBORDINATES

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (15%), INTERESTING (78%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 89%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 85%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 181

GROUP DIFFERENTIATING TASKS:

TASKS

U2 ADJUST REFUELING EQUIPMENT HOSE REEL BRAKES
U9 INSPECT, CLEAN, REMOVE, OR INSTALL REFUELING METER COMPONENTS
U12 INSPECT, REMOVE, OR INSTALL REFUELING EQUIPMENT GASKETS, PIPING, OR VALVES
U19 REMOVE, INSTALL, INSPECT, OR ADJUST MANUAL CONTROL VALVES SUCH AS BUTTERFLY
VALVES OR GATE VALVES
U31 REMOVE OR INSTALL REFUELING EQUIPMENT INSTRUMENT PANEL ASSEMBLIES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

U MAINTAINING AND REPAIRING REFUELING EQUIPMENT AND VEHICLES	27
J MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	18
I MAINTAINING AND REPAIRING ENGINES AND AUXILIARY ENGINES	11

VEHICLE BODY REPAIRMEN

GROUP ID NUMBER AND TITLE: GRP138 VEHICLE BODY REPAIR PERSONNEL

NUMBER IN GROUP: 191

PERCENT OF SAMPLE: 6

MAJCOM DISTRIBUTION: TAC (27%), SAC (24%), MAC (20%), USAFE (11%), OTHER (18%)

LOCATION: CONUS (74%), OVERSEAS (26%)

DAFSC DISTRIBUTION: 472X0 (2%), 472X1 (4%), 47271 (3%), 47252 (7%),
47253 (74%), 47273 (9%), 47293 (1%)

AVERAGE GRADE: 3.9

JOB DIFFICULTY INDEX: 11.5

AVERAGE TIME IN CAREER FIELD: 62 MONTHS

AVERAGE TIME IN SERVICE: 69 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 54%

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE THREE OR LESS SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (18%), INTERESTING (69%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 86%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 78%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 74

GROUP DIFFERENTIATING TASKS:

TASKS

X5 BUMP OR POUND OUT FOLDS, CREASES, OR DENTS
X7 CLEAN OR PREPARE VEHICLE BODY SURFACES FOR PAINTING
X13 FILL AND REFINISH DEPRESSED AREAS WITH BODY FILLERS
X18 INSTALL NON-CURVED VEHICLE GLASS
X23 PAINT VEHICLE BODY SURFACES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

X REPAIRING AND PAINTING VEHICLE BODIES	66
H PERFORMING GENERAL MACHINIST, WELDING, AND METALWORKING TASKS	16

ADMINISTRATIVE PERSONNEL

GROUP ID NUMBER AND TITLE: SPC130 JOB CONTROL CLERKS

NUMBER IN GROUP: 32

PERCENT OF SAMPLE: 1

MAJCOM DISTRIBUTION: ADCOM (34%), TAC (28%), USAF (16%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 472X0 (41%), 472X1 (16%), 47271 (3%), 472X2 (34%),
47273 (3%)

AVERAGE GRADE: 4.2

JOB DIFFICULTY INDEX: 14.6

AVERAGE TIME IN CAREER FIELD: 69 MONTHS

AVERAGE TIME IN SERVICE: 86 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 41

AMOUNT OF SUPERVISION: 19 PERCENT SUPERVISE FOUR OR FEWER SUBORDINATES

EXPRESSED JOB INTEREST: DULL (22%), SO-SO (9%), INTERESTING (66%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 66%

AVERAGE NUMBER OF TASKS PERFORMED: 164

GROUP DIFFERENTIATING TASKS:

TASKS

D12 MAINTAIN WORK CONTROL LOGS OR WORK STATUS BOARDS
D14 PERFORM FINAL CLOSEOUT AND VERIFICATION OF WORK ORDERS
D19 PREPARE OR MAINTAIN VEHICLE AND EQUIPMENT WORK ORDER FORMS (AFTO FORM 383)
F4 CONDUCT INSPECTIONS OF OPERATOR MAINTENANCE BEING PERFORMED BY VEHICLE OPERATORS
G28 RESEARCH FEDERAL STOCK NUMBERS OR PART NUMBERS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

J MAINTAINING AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	16
D PERFORMING ORGANIZATION AND SECTION MAINTENANCE CONTROL FUNCTIONS	9
F PERFORMING QUALITY CONTROL AND INSPECTION FUNCTIONS	7
G PERFORMING SUPPLY AND MATERIEL CONTROL FUNCTIONS	6

GROUP ID NUMBER AND TITLE: GRP085 MAINTENANCE CONTROL PERSONNEL

NUMBER IN GROUP: 161

PERCENT OF SAMPLE: 5

MAJCOM DISTRIBUTION: SAC (32%), TAC (22%), USAFE (14%), MAC (11%)

LOCATION: CONUS (67%), OVERSEAS (33%)

DAFSC DISTRIBUTION: 472X0 (17%), 472X1 (17%), 47271 (7%), 472X2 (42%),
47233/53 (7%), 47273 (9%), 47293 (1%)

AVERAGE GRADE: 4.5

JOB DIFFICULTY INDEX: 9.5

AVERAGE TIME IN CAREER FIELD: 85 MONTHS

AVERAGE TIME IN SERVICE: 93 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 26%

AMOUNT OF SUPERVISION: 19 PERCENT SUPERVISE ONE TO FIVE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (13%), INTERESTING (76%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 75%
NOT REPORTED 5%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 57%
NOT REPORTED 5%

AVERAGE NUMBER OF TASKS PERFORMED: 31

GROUP DIFFERENTIATING TASKS:

TASKS

- D10 INSPECT RECORDS TO IDENTIFY VEHICLE DEADLINE FOR PARTS (VDP)
MAINTENANCE FOR VEHICLES IN SCHEDULED MAINTENANCE
- D15 POST VDP OR VEHICLE DEADLINE FOR MAINTENANCE (VDM) ACTIONS
- D23 PREPARE VEHICLE HISTORICAL RECORD FORMS (AFTO FORM 271)
- D27 REVIEW OR SPOT CHECK WORK ORDERS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

- | | |
|---|----|
| D PERFORMING ORGANIZATION AND SECTION MAINTENANCE CONTROL
FUNCTIONS | 68 |
| B DIRECTING, IMPLEMENTING, AND EVALUATING | 8 |
| E PERFORMING RECORD KEEPING, ANALYSIS, REPORTING, AND
ADMINISTRATIVE FUNCTIONS | 7 |

GROUP ID NUMBER AND TITLE: GRP055 QUALITY CONTROL PERSONNEL

NUMBER IN GROUP: 112 PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: SAC (44%), TAC (18%), USAF (13%)

LOCATION: CONUS (71%), OVERSEAS (29%)

DAFSC DISTRIBUTION: 47250 (10%), 47251 (11%), 47271 (26%), 472X2 (25%),
47253 (4%), 47273 (17%), 47293 (6%)

AVERAGE GRADE: 5.2 JOB DIFFICULTY INDEX: 9.1

AVERAGE TIME IN CAREER FIELD: 109 MONTHS

AVERAGE TIME IN SERVICE: 137 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE FIVE OR FEWER SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (18%), INTERESTING (73%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 88%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 78%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 29

GROUP DIFFERENTIATING TASKS:

TASKS

F3 CONDUCT ACTIVITY OR IN-PROGRESS INSPECTIONS OF MAINTENANCE AREAS OR SECTIONS
F11 PERFORM QC INSPECTIONS OF SCHEDULED MAINTENANCE PERFORMED ON VEHICLES
F12 PERFORM QC INSPECTIONS OF UNSCHEDULED MAINTENANCE PERFORMED ON VEHICLES
F16 PREPARE OR MAINTAIN WORK ORDER LOG AND QUALITY CONTROL RECORD FORMS (AF FORM 754)
F18 ROAD TEST VEHICLES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

F PERFORMING QUALITY CONTROL AND INSPECTION FUNCTIONS	52
B DIRECTING, IMPLEMENTING, AND EVALUATING	15
D PERFORMING ORGANIZATION AND SECTION MAINTENANCE CONTROL FUNCTIONS	12

GROUP ID NUMBER AND TITLE: GRP026 TRAINERS

NUMBER IN GROUP: 49

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ATC (39%), TAC (20%), MAC (16%)

LOCATION: CONUS (76%), OVERSEAS (22%), NOT REPORTED (2%)

DAFSC DISTRIBUTION: 472X0 (2%), 472X1 (6%), 47271 (24%), 472X2 (35%),
47233/53 (2%), 47273 (25%), 47293 (2%)

AVERAGE GRADE: 5.2

JOB DIFFICULTY INDEX: 9.6

AVERAGE TIME IN CAREER FIELD: 112 MONTHS

AVERAGE TIME IN SERVICE: 132 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

AMOUNT OF SUPERVISION: 4 PERCENT SUPERVISE THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (18%), INTERESTING (63%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 37%
FAIRLY WELL OR BETTER 61%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

AVERAGE NUMBER OF TASKS PERFORMED: 19

GROUP DIFFERENTIATING TASKS:

TASKS

C1 ADMINISTER OR SCORE TESTS
C3 CONDUCT CLASSROOM TRAINING
C6 COUNSEL INDIVIDUALS ON TRAINING PROGRESS
C16 PREPARE LESSON PLANS
C17 PREPARE OR MAINTAIN TRAINING REPORTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

C TRAINING	46
B DIRECTING, IMPLEMENTING, AND EVALUATING	28
A ORGANIZING AND PLANNING	10

GROUP ID NUMBER AND TITLE: GRP034 SUPPLY CLERKS

NUMBER IN GROUP: 26

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: SAC (19%), ATC, TAC, USAFE (12%) EACH

LOCATION: CONUS (65%), OVERSEAS (35%)

DAFSC DISTRIBUTION: 47250 (8%), 47251 (15%), 47271 (15%), 47252 (38%),
47253 (4%), 47273 (15%), 47293 (4%)

AVERAGE GRADE: 4.8

JOB DIFFICULTY INDEX: 8.7

AVERAGE TIME IN CAREER FIELD: 99 MONTHS

AVERAGE TIME IN SERVICE: 110 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 27%

AMOUNT OF SUPERVISION: 8 PERCENT SUPERVISE ONE SUBORDINATE

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (15%), INTERESTING (73%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 58%
NOT REPORTED 7%

AVERAGE NUMBER OF TASKS PERFORMED: 22

GROUP DIFFERENTIATING TASKS:

TASKS

G3 COORDINATE WITH COPARS ON ITEMS OR PARTS NEEDED
G10 ISSUE OR MAINTAIN STOCKS OF HIGH VALUE ITEMS
G28 RESEARCH FEDERAL STOCK NUMBERS OR PART NUMBERS
G31 STOCK PARTS, SUPPLIES, OR EQUIPMENT

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G PERFORMING SUPPLY AND MATERIEL CONTROL FUNCTIONS
B DIRECTING, IMPLEMENTING, AND EVALUATING

74

10

SUPERVISORS

GROUP ID NUMBER AND TITLE: SPC131 VEHICLE MAINTENANCE SUPERVISORS

NUMBER IN GROUP: 132

PERCENT OF SAMPLE: 4

MAJCOM DISTRIBUTION: TAC (24%), SAC (24%), USAFE (21%), MAC (15%)

LOCATION: CONUS (69%), OVERSEAS (30%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 47250 (50%), 47251B (10%), 47251D (4%), 47271 (30%),
47252 (14%), 47233/53 (9%), 47273 (24%), 47293 (2%)

AVERAGE GRADE: 5.3

JOB DIFFICULTY INDEX: 15.2

AVERAGE TIME IN CAREER FIELD: 127 MONTHS

AVERAGE TIME IN SERVICE: 147 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 8

AMOUNT OF SUPERVISION: 80 PERCENT SUPERVISE AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (12%), INTERESTING (73%),
NOT REPORTED (6%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 83%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

AVERAGE NUMBER OF TASKS PERFORMED: 155

GROUP DIFFERENTIATING TASKS:

TASKS

B4 CONDUCT SAFETY OR SECURITY BRIEFINGS OR INSPECTIONS
B17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)
B26 SCHEDULE WORK ASSIGNMENTS
C2 BRIEF PERSONNEL ON CHANGES TO PROCEDURES OR METHODS
C7 DEMONSTRATE OPERATION OF EQUIPMENT

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B DIRECTING, IMPLEMENTING, AND EVALUATING	18
J MAINTAIN AND REPAIRING VEHICLE ELECTRICAL, BATTERY, IGNITION, AND CHARGING SYSTEMS AND COMPONENTS	11

GROUP ID NUMBER AND TITLE: GRP072 VEHICLE MAINTENANCE NCOICs

NUMBER IN GROUP: 365

PERCENT OF SAMPLE: 12

MAJCOM DISTRIBUTION: SAC (23%), TAC (19%), USAFE (16%), MAC (13%)

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 472X0 (5%), 472X1 (5%), 47271 (27%), 472X2 (8%),
47233/53 (1%), 47273 (28%), 47293 (24%)

AVERAGE GRADE: 6.3

JOB DIFFICULTY INDEX: 13.3

AVERAGE TIME IN CAREER FIELD: 168 MONTHS

AVERAGE TIME IN SERVICE: 194 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 2%

AMOUNT OF SUPERVISION: 13 PERCENT SUPERVISE EIGHT OR FEWER SUBORDINATES

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (10%), INTERESTING (82%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 90%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 87%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 74

GROUP DIFFERENTIATING TASKS:

TASKS

- A7 ESTABLISH OPERATING INSTRUCTIONS OR OPERATIONAL PROCEDURES
- A17 SCHEDULE INSPECTIONS SUCH AS PERSONNEL OR SHOP INSPECTIONS
- B5 COORDINATE ON VEHICLE MAINTENANCE PROBLEMS WITH OTHER UNITS OR AGENCIES
- B10 EVALUATE AIR FORCE SUGGESTIONS
- B13 INITIATE OR IMPLEMENT CHANGES IN MAINTENANCE PROCEDURES
- B24 REVIEW OR EVALUATE TECHNICAL PROBLEMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B DIRECTING, IMPLEMENTING, AND EVALUATING	30
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TABLE B1

**FIVE-SKILL LEVEL PERSONNEL MAINTAINING BASE VEHICLE EQUIPMENT
(PERCENT MEMBERS PERFORMING)**

<u>VEHICLE</u>	<u>47250</u>	<u>47251A</u>	<u>47251B</u>	<u>47251C</u>	<u>47251D</u>	<u>47252</u>
AGGREGATE DRIERS	2	0	1	0	1	1
AGGREGATE SPREADERS	6	0	1	1	3	0
AIR BLAST SNOW SWEEPERS	21	3	4	14	19	3
AIR COMPRESSORS	33	7	11	16	21	6
AIR JET VACUUM SWEEPERS	41	6	4	30	32	6
ASPHALT DISTRIBUTORS	27	0	2	6	13	2
ASPHALT SPREADER-FINISHERS	10	0	2	1	7	1
BACKHOES	55	6	7	24	35	9
COAL OR AGGREGATE CONVEYORS	6	0	1	0	2	1
COMPACTORS	15	2	2	1	5	1
CONCRETE MIXERS	28	2	4	7	16	3
CONCRETE TRAVEL MIXERS	12	1	1	2	3	1
CRANES, TRUCK MOUNTED	52	10	7	38	47	12
CRAWLER MOUNTED DITCHERS	20	2	2	6	10	1
CONCRETE VIBRATORS	6	0	1	0	1	0
CRASH-RECOVERY CRANES (50-TON)	12	2	3	11	14	2
DIESEL LOCOMOTIVES	2	0	1	1	2	0
DRAGLINES, CLAMSHELL	22	0	2	1	6	1
EARTH AUGERS	16	0	2	6	8	2
EARTH BORING AND POLE SETTING TRUCKS	26	3	3	14	26	6
FARM EQUIPMENT, PLOWS, HARROWS, DISCS	17	1	2	8	8	2
DUMP TRUCKS	55	15	10	38	46	27
FARM TRACTORS	64	7	10	41	48	22
FARM RIDING CONCRETE FINISHERS	3	0	1	1	0	0
FRONT-END LOADERS	61	5	9	30	40	14
GOLF COURSE GANG MOWERS	22	2	4	9	21	4
ICE BOOMS	9	0	1	4	6	1
JOINT CLEANER CONCRETE	4	1	1	3	2	1
LOAD-ALLS	13	2	1	6	16	3
SELF-PROPELLED GRADES	54	6	7	22	35	9
SELF-PROPELLED SCRAPERS	21	0	2	6	8	2
MAGNETIC SWEEPER	35	4	5	22	26	5
MOWERS, TOWED	30	3	6	1	19	4
MUD HOG PUMPS	2	0	1	1	1	0
MUD JACKS	0	0	1	0	0	0
PILEDRIERS	1	0	1	0	0	0
PORTABLE ELECTRIC WELDERS	20	2	5	14	16	4
PORTABLE OR STANDBY ELECTRIC GENERATORS	3	2	2	1	3	2
RAILWAY CARS OR ACCESSORIES	0	0	1	0	0	0
ROCK CRUSHING PLANTS	2	0	1	1	2	0
ROLLOVER SNOWPLOWS	27	2	2	11	18	5
ROTARY SCRAPERS	7	1	0	1	2	1
ROTARY SNOWPLOWS	23	2	2	8	14	4
ROTARY TILLERS	6	0	1	1	4	1

TABLE B1 (CONTINUED)

FIVE-SKILL LEVEL PERSONNEL MAINTAINING BASE VEHICLE EQUIPMENT
(PERCENT MEMBERS PERFORMING)

VEHICLE (CONTINUED)	47250	47251A	47251B	47251C	47251D	47252
SALVAGE CRANES	13	2	2	12	18	2
SELF-PROPELLED LAWMOWERS	35	2	5	15	23	7
SELF-PROPELLED LOADERS, CRAWLER MOUNTED	23	0	2	3	9	1
SELF-PROPELLED ROTARY SWEEPERS	27	1	2	12	13	2
SELF-PROPELLED ROLLERS	36	1	4	10	16	2
SHEEPS FOOT ROLLERS	8	0	2	1	1	1
SHOVELS, CRANE, DRAGLINE, BACKHOE, CRAWLER MOUNTED	32	4	3	12	15	2
SNOCATS	4	0	1	1	4	2
SNOW ROLLERS	4	1	2	2	2	1
STREETSWEEPERS	50	5	7	29	34	10
STEEL-WHEEL ROLLERS	31	1	3	12	13	2
TANDEM ROLLERS	17	1	2	1	7	1
TOWED BRUSH HOGS	10	0	2	3	8	1
TOWED ROLLERS	17	1	2	3	8	1
TOWED SWEEPERS	49	5	6	21	31	5
TRUCK MOUNTED ROCK DRILLS	2	0	1	0	2	1
TRACTOR DOZERS, CRAWLER	52	3	6	21	30	5
TRACTOR DOZERS, RUBBER TIED	15	2	1	3	6	2
TRACTORS, INDUSTRIAL, RUBBER TIED	30	2	3	12	16	6
TRACK MOUNTED SHOVELS, CRANE BACKHOE	25	2	2	8	13	2
VACUUM SWEEPERS	46	5	7	30	34	6
WHEEL OR CRAWLER DITCHERS	17	1	2	6	11	1
WOBBLE WHEEL ROLLERS	25	0	2	3	9	1

TABLE B2

FIVE-SKILL LEVEL PERSONNEL MAINTAINING TOWING AND SERVICING VEHICLES
(PERCENT MEMBERS PERFORMING)

VEHICLE	47250	47251A	47251B	47251C	47251D	47252
AGE TOWING EQUIPMENT	31	8	7	33	36	11
AIRCRAFT TOWING TRACTORS OR TUGS	41	13	11	59	60	19
BOMB HANDLING CRANES	7	2	3	14	19	2
CALAVAR PLATFORM SERVICING TRUCKS	6	2	2	10	10	2
DECONTAMINATION TRUCKS	5	3	2	9	13	3
DE-ICERS, OTHER THAN STANRAY OR REDDING	18	7	5	19	27	5
DUMPSTER VEHICLES	20	6	4	19	28	8
ELECTRIC LINEMAN TRUCKS	36	8	5	32	48	15
GARBAGE PACKERS	10	3	2	9	12	3
HIGH REACH MAINTENANCE TRUCKS	33	8	7	36	50	13
HI LIFT TRUCKS	26	7	5	34	44	10
MUNITIONS TRANSFER TRUCKS	4	0	3	2	7	2
NITROGEN TRUCKS	1	1	10	3	1	1
PLATFORM TRUCKS OTHER THAN CALAVER	6	0	2	8	4	2
PROP TRUCKS	2	0	1	3	1	1
REDDING TECHMATIC DE-ICERS	5	2	1	11	16	1
STANRAY DE-ICERS	5	1	1	9	13	1
TELEPHONE MAINTENANCE TRUCKS	30	9	7	33	41	21
TRACKMASTERS	6	1	2	4	7	4
TRANSPORTER ERECTOR (TE) VANS	4	1	1	1	8	3
WATER OR WASTE TANK TRUCKS	12	6	6	14	18	6
WEASELS	2	0	1	0	3	1
WRECKERS	45	13	10	43	50	38

TABLE B3

FIVE-SKILL LEVEL PERSONNEL MAINTAINING GENERAL PURPOSE VEHICLES
(PERCENT MEMBERS PERFORMING)

VEHICLE	47250	47251A	47251B	47251C	47251D	47252
AMBULANCES	30	7	9	14	12	55
AMBULANCE TRUCKS	27	5	8	14	14	54
ARMORED PERSONNEL VEHICLES	3	3	1	6	3	5
BUSES	35	12	12	22	23	65
CARGO TRUCKS, 4X2	37	26	15	30	28	64
CARGO TRUCKS, 4X6	28	12	11	24	20	52
CARGO TRUCKS, 6X6	29	10	11	22	22	47
LOW BED TRAILERS	36	8	10	22	23	58
MINIBUS VEHICLES	16	7	4	10	9	33
PICKUP TRUCKS, 4X2	39	55	19	36	32	68
PICKUP TRUCKS, 4X4	40	36	19	33	32	72
STAFF CARS OR SEDANS	33	17	12	23	25	68
STEP-VAN TRUCKS, MULTISTOP	32	18	13	30	23	62
TRAILER, TRUCK-TRACTOR	40	32	13	26	28	63
TRUCK-TRACTOR, 6X4	26	29	10	25	25	53
TRUCK-TRACTOR, 6X6	27	13	10	20	20	42
TWO-WHEEL CARGO TRAILERS	25	6	5	15	18	40
UTILITY TRUCK OR JEEP 4X4	34	20	10	25	28	59
VAN TRUCKS	31	15	9	20	19	59
WATER DISPENSING TRAILERS SUCH AS 600-GALLON TANKS	33	35	15	16	24	23

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TABLE C1
47250 UNIQUE TASKS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
J3 CHANGE ENGINE OIL OR FILTERS	75	88	85	81	73	61	13
J13 INSPECT, CLEAN, REMOVE, OR INSTALL IGNITION POINTS	76	88	80	79	73	66	13
J28 REMOVE OR INSTALL BATTERIES	78	82	82	82	78	71	23
J44 SET IGNITION TIMING	77	88	85	79	77	69	14
J46 TEST, CLEAN, REMOVE, CAP, OR INSTALL SPARK PLUGS	76	88	80	83	80	68	14
L17 REMOVE, INSTALL, OR CLEAN FUEL FILTERS	74	85	83	78	75	66	14
M1 DRAIN, FLUSH, OR SERVICE COOLING SYSTEMS	75	83	84	81	78	69	33
N1 ADJUST CLUTCH PEDAL TRAVEL OR FREE PLAY	75	83	54	63	75	70	14
Q2 ADJUST PARKING BRAKES	74	50	42	48	50	41	7
S5 ADJUST, INSPECT, REMOVE, OR INSTALL DRIVE SYSTEMS ON BASE MAINTENANCE VEHICLES OR EQUIPMENT	35	4	5	14	22	2	1
S7 ADJUST OR LUBRICATE BALL-SOCKET ASSEMBLIES ON BASE MAINTENANCE VEHICLES OR EQUIPMENT	35	2	5	14	22	3	2
S12 INSPECT OR TEST LOADER OPERATION	39	4	5	14	26	2	2
S15 OPERATE BASE MAINTENANCE EQUIPMENT OR VEHICLES	45	5	5	21	21	4	5
S26 REMOVE, INSPECT, OR INSTALL V-BELT PULLEYS	37	7	10	24	33	4	1

TABLE C2
47251A UNIQUE TASKS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
T1 ADJUST, REMOVE, OR INSTALL TURRET CONTROL CABLES ON FIREFIGHTING EQUIPMENT	4	74	4	6	8	1	0
T3 DISASSEMBLE, INSPECT, OR ASSEMBLE WATER OR FOAM VALVES ON FIRE OR CRASH VEHICLES	5	72	4	4	8	2	0
T4 DISASSEMBLE, INSPECT, REMOVE, INSTALL, OR ASSEMBLE HOSE REELS, MOTORS, OR CONTROLS ON FIRE OR CRASH VEHICLES	4	82	4	6	8	2	0
T5 DISASSEMBLE, INSPECT, REMOVE, INSTALL, OR ASSEMBLE TURRET HEADS OR HEAD COMPONENTS ON FIRE OR CRASH VEHICLES	3	81	4	6	5	1	0
T8 INSPECT OR ADJUST FIREFIGHTING PUMPS DURING OPERATION	4	76	4	4	5	1	0
T11 INSPECT, REMOVE, OR INSTALL TURRET ELECTRICAL UNITS ON FIRE OR CRASH VEHICLES	2	79	3	7	5	1	0
T12 INSPECT, REMOVE, OR INSTALL WINTERIZATION SYSTEMS OR UNITS SUCH AS CIRCULATING PUMPS ON FIRE OR CRASH VEHICLES	3	71	3	5	5	1	0
T17 INSPECT WATER DISPENSING SYSTEMS ON FIREFIGHTING EQUIPMENT	4	82	4	6	6	1	0
T19 OPERATE FIRE OR CRASH FIREFIGHTING EQUIPMENT OR VEHICLES	4	82	3	6	5	1	0
T20 PHASE OR TIME TURRETS ON FIRE OR CRASH EQUIPMENT	3	77	3	5	4	0	0
T22 REMOVE, INSPECT, OR INSTALL WATER OR FOAM TANKS ON FIREFIGHTING EQUIPMENT	3	74	2	6	6	1	1
T23 REMOVE, INSTALL, OR MANUFACTURE CONNECTOR HOSES IN FIREFIGHTING EQUIPMENT DISPENSING SYSTEMS	2	74	2	4	4	1	0
T24 REMOVE, INSTALL, OR REPAIR COMPONENTS OF TURRET FOAM AND WATER SYSTEMS ON FIREFIGHTING EQUIPMENT	3	79	3	5	5	1	0
T27 REMOVE OR INSTALL FIREFIGHTING PUMP SYSTEMS OR COMPONENTS	4	76	4	5	5	1	1
T28 REMOVE OR INSTALL FITTINGS, LINERS, VALVES, PIPES, GAUGES, OR COUPLINGS OF FIREFIGHTING EQUIPMENT DISPENSING SYSTEMS	6	80	4	7	5	2	1
T30 REMOVE, SERVICE, OR INSTALL PRIMER UNITS ON FIREFIGHTING EQUIPMENT	3	70	3	5	5	1	0
T32 SYNCHRONIZE ENGINE REVOLUTIONS PER MINUTE (RPM) ON FIREFIGHTING EQUIPMENT	3	74	3	6	6	1	0

TABLE C3
47251B UNIQUE TASKS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
U12 INSPECT, REMOVE, OR INSTALL REFUELING EQUIPMENT GASKETS, PIPING, OR VALVES	4	3	83	5	11	2	1
U14 OPERATE REFUELING EQUIPMENT OR VEHICLES	5	3	82	5	9	3	0
U16 PERFORM HYDROSTATIC TESTS ON REFUELING EQUIPMENT HOSES	3	5	84	4	7	1	1
U17 REMOVE, CLEAN, OR INSTALL LINE STRAINERS IN REFUELING EQUIPMENT	4	4	82	4	8	2	1
U19 REMOVE, INSTALL, INSPECT, OR ADJUST MANUAL CONTROL VALVES SUCH AS BUTTERFLY VALVES OR GATE VALVES	4	2	81	3	7	1	1
U24 REMOVE, INSTALL, INSPECT, OR SERVICE OVER-WING NOZZLES	3	2	82	7	6	0	1
U23 REMOVE, INSTALL, INSPECT, OR SERVICE SINGLE POINT NOZZLES	4	2	82	5	7	1	1
U24 REMOVE, INSTALL, INSPECT, OR SERVICE STATIC DISCHARGE REELS COMPONENTS	3	2	82	4	8	1	0
U25 REMOVE, INSTALL, OR MANUFACTURE MANHOLE COVER GASKETS	3	2	81	4	7	2	1
U27 REMOVE OR INSTALL DIFFERENTIAL GAUGES ON REFUELING EQUIPMENT	3	3	82	5	7	0	1
U29 REMOVE OR INSTALL REFUELING EQUIPMENT FILTERS	4	3	83	5	9	1	1
U33 REMOVE OR INSTALL REFUELING EQUIPMENT VICTAULIC COUPLINGS	3	3	85	6	9	1	1
U34 REMOVE OR INSTALL REFUELING HOSES	5	3	85	6	10	3	1
U35 REMOVE OR INSTALL REFUELING METERS, VISUAL REGISTERS, OR COUNTERS	5	3	83	4	9	1	1
U37 REMOVE OR INSTALL SENSING LINES ON REFUELING EQUIPMENT	3	2	83	4	7	0	1
U38 REMOVE OR INSTALL STATIC DISCHARGE GROUND REELS OR CABLES	4	2	85	5	9	2	1
U39 REMOVE OR INSTALL SWING JOINT "O" RINGS	3	2	81	4	7	1	1
U43 VISUALLY INSPECT REFUELING HOSES	6	4	86	5	10	4	1

TABLE C4
47251C UNIQUE TASKS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
V1 ADJUST FORK SPREADER CHAIN TENSION	14	4	6	63	32	2	1
V2 ADJUST LIFT CHAIN TENSION	18	6	7	64	36	3	1
V3 SERVICE LIFT CYLINDERS	24	6	8	66	46	5	1
V4 ADJUST TILT CYLINDERS	22	5	8	58	38	3	1
V5 CLEAN, DISASSEMBLE, INSPECT, OR ASSEMBLE ACCELERATING OR DIRECTIONAL SWITCH COMPONENTS	11	2	4	50	24	3	1
V6 CLEAN, DISASSEMBLE, INSPECT, OR ASSEMBLE MATERIALS HANDLING EQUIPMENT (MHE) DRIVES OR PUMP MOTORS	11	2	4	54	30	3	0
V10 OPERATE MHE	24	3	7	62	33	7	3
V11 REMOVE, INSTALL, ADJUST, OR MAKE REPAIRS TO ACCELERATING OR DIRECTIONAL SWITCH COMPONENTS	9	3	4	46	24	3	1
V12 REMOVE, INSTALL, OR ADJUST MHE CONTROLS SUCH AS "INCHING" CONTROLS	13	2	4	59	26	2	0
V13 REMOVE, INSTALL, OR MAKE REPAIRS TO MHE CYLINDERS	16	2	4	64	34	2	1
V14 REMOVE, INSTALL, OR MAKE REPAIRS TO MHE HOSE ASSEMBLIES OR COMPONENTS	20	2	6	66	36	3	1
V15 REMOVE, INSTALL, OR RECHARGE MHE BATTERIES	24	3	7	60	34	5	1
V16 REMOVE, INSTALL, OR SERVICE CARRIAGES, MAST ROLLERS, OR LIFT CHAINS	16	2	7	63	32	2	1
V17 REMOVE, INSTALL, OR SERVICE FORKLIFT AUTOMATIC TRANSMISSIONS	14	3	6	56	31	3	1
V20 REMOVE OR INSTALL MHE SAFETY SEAT CONTROLS OR COMPONENTS	7	1	4	41	21	1	0

TABLE C5
47251D UNIQUE TASKS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
J33 SET ENGINE TIMING	74	87	80	78	75	67	13
J6 CLEAN OR PAINT BATTERY CARRIER ASSEMBLIES	72	74	67	78	75	64	29
J12 INSPECT, ADJUST, REMOVE, OR INSTALL GENERATOR OR ALTERNATOR DRIVE BELTS	73	82	80	79	75	65	14
J35 REMOVE OR INSTALL VEHICLE LIGHT ASSEMBLIES SUCH AS HEADLIGHTS, OSCILLATING LIGHTS, OR SIGNAL LIGHTS	72	81	76	77	76	66	18
J49 TEST OR TROUBLESHOOT VEHICLE WIRING SYSTEMS	72	88	79	80	76	64	11
J55 TEST, REMOVE, OR INSTALL SENDING UNITS	70	82	74	83	75	64	13
K1 INSPECT HYDRAULIC SYSTEMS FOR LEAKS, MALFUNCTIONS, OR WORN PARTS	70	81	70	79	75	47	10
M9 REMOVE, INSTALL, OR INSPECT HEATER HOSES	72	82	84	72	75	68	17
M10 REMOVE, INSTALL, OR INSPECT RADIATORS OR RADIATOR HOSES	74	85	85	81	75	69	37
M23 TEST STRENGTH OF ANTI-FREEZE SOLUTIONS	70	78	75	67	75	65	18
N15 REMOVE, INSTALL, OR MAKE REPAIRS TO MECHANICAL SHIFTER ASSEMBLIES OR COMPONENTS	38	52	33	35	45	34	8
V3 ADJUST TILT CYLINDERS	24	6	8	66	46	5	1
W10 OPERATE TOWING VEHICLES OR EQUIPMENT	21	6	7	30	45	9	5

TABLE C6
47252 UNIQUE TASKS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
I5 CHECK OR SERVICE OIL LEVELS	73	79	74	80	74	63	17
I34 TAKE COMPRESSION CHECKS	70	81	80	79	73	63	13
J15 INSPECT, REMOVE, OR INSTALL IGNITION WIRING	70	80	72	78	72	62	12
J16 INSPECT, REMOVE, INSTALL, OR REPAIR LIGHTING SYSTEM WIRING OR HARNESSSES	69	80	72	78	70	62	13
J25 REMOVE, ADJUST, OR INSTALL REGULATORS	70	75	74	73	70	62	11
J29 REMOVE OR INSTALL BATTERY CARRIER ASSEMBLIES, CLAMPS, OR BOLTS	73	69	69	74	72	62	21
J36 REMOVE OR INSTALL ELECTRICAL SYSTEM SWITCHES	72	78	77	83	73	62	12
L11 REMOVE, INSPECT, INSTALL, OR MANUFACTURE FUEL LINES OR FITTINGS	70	80	78	76	71	64	15
L14 REMOVE, INSPECT, OR INSTALL EXHAUST PIPES, TAIL PIPES, MUFFLERS, SPARK ARRESTORS, OR RESONATORS	69	81	77	74	73	63	25
L16 REMOVE, INSTALL, OR ADJUST THROTTLE LINKAGES	71	88	85	78	72	63	10
M11 REMOVE, INSTALL, OR INSPECT WATER PUMP DRIVE BELTS	74	84	84	83	76	68	18
M22 TEST, REMOVE, OR INSTALL THERMOSTATS IN VEHICLE COOLING SYSTEMS	64	75	70	73	67	62	13
Q3 ADJUST SERVICE BRAKES	71	83	68	80	72	66	12
Q4 BLEED OR FLUSH BRAKE SYSTEMS	71	87	63	75	69	65	15
Q28 ROAD TEST VEHICLES FOR BRAKING ACTION	66	82	74	72	69	63	13
R1 DISMOUNT OR MOUNT LIGHT DUTY TIRES SUCH AS TIRES FOR SEDANS OR TRUCKS	30	21	14	20	23	40	12

TABLE C7
47253 UNIQUE TASKS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 47250	DAFSC 47251A	DAFSC 47251B	DAFSC 47251C	DAFSC 47251D	DAFSC 47252	DAFSC 47253
H11 OPERATE CUTTING TORCHES FOR SIMPLE TASKS SUCH AS PATCHING OR CUTTING EXHAUST PIPES	32	23	12	29	28	25	72
X1 ADJUST OR ALIGN HINGES, LOCKS, OR MATING SURFACES	14	22	21	16	16	17	73
X3 APPLY LETTERING OR IDENTIFYING INSIGNIA TO VEHICLE BODIES OR SURFACES	18	14	26	13	18	18	74
X5 BUMP OR POUND OUT FOLDS, CREASES, OR DENTS	11	13	12	9	9	11	74
X7 CLEAN OR PREPARE VEHICLE BODY SURFACES FOR PAINTING	10	9	9	9	8	12	73
X9 CUT, FIT, OR CEMENT WEATHER STRIPPING TO BODY PARTS	11	24	15	8	13	12	73
X13 FILL AND REFINISH DEPRESSED AREAS WITH BODY FILLERS	5	5	7	4	7	9	74
X18 INSTALL NON-CURVED VEHICLE GLASS	8	12	14	4	6	8	72
X21 MIX OR PREPARE PAINT	6	3	6	5	3	8	74
X23 PAINT VEHICLE BODY SURFACES	8	3	10	7	6	11	74
X29 REMOVE DAMAGED GLASS	14	18	18	12	17	12	74
X31 REMOVE OR INSTALL GLASS IN CHANNELS OR IN VEHICLE BODIES	11	14	20	6	13	11	73
X32 REMOVE OR INSTALL LOCKS OR LATCHES	16	23	21	12	18	15	74
X33 REPAIR OR INSTALL MANUAL WINDOW REGULATORS	15	21	21	11	16	14	73
X37 REMOVE PAINT OR RUST FROM VEHICLE BODY SURFACES	11	8	10	11	11	13	75
X39 REMOVE, REPAIR, OR INSTALL GRILLS	9	4	7	9	12	9	74
X40 REMOVE, STRAIGHTEN, OR INSTALL BUMPERS	10	8	16	7	9	9	73